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TA/4484

AGREEMENT

THE AMSTERDAM TEACHERS
ASSOCIATION

and

THE GREATER AMSTERDAM
CITY SCHOOL DISTRICT

RECEIVED

AUG 26 2008

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

July 1, 2007 – June 30, 2012

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THIS AGREEMENT entered into this ____ day of April 2008 by and between the Board of Education of the Enlarged City School District, City of Amsterdam, hereinafter called the "Board", and the Amsterdam Teachers' Association, hereinafter call the "Association."

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Amsterdam is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational opportunities and standards, and

WHEREAS, the Board has a statutory obligation, pursuant to Article 14, of the Civil Service Law (Chapter 392 of the Laws of 1967, Public Employees; Fair Employment Act, commonly known as the Taylor Law), to negotiate with the Association as the representative of its teaching personnel with respect to hours, wages, terms, and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

The Board recognizes the Amsterdam Teachers' Association which by PERB Certification dated February 8, 1978, has been designated and selected by a majority of the employees in the unit agreed upon by the parties and described below, as their exclusive representative for the purpose of collective negotiations and the settlement of grievance. Such unit shall consist of all professional certified personnel except the Chief Executive Officer, Assistant Superintendent, Unit Administrators, non-teaching Coordinator-Specialists who teach less than three periods, per diem Substitutes, and excluding all other employees. Such recognition shall extend in accordance with the provisions of the Taylor Law.

The Board agrees not to negotiate with any other teacher organization other than the Association for the duration of this Agreement.

ARTICLE II

NEGOTIATION PROCEDURES

- A. The terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties.
- B. No later than the February 15th preceding the expiration date of this Agreement, the parties will enter into good-faith negotiations over a successor agreement. If such an agreement is not concluded by the March 15th prior to such expiration date, either party may request the State Public Employment Relations Board to assist the parties to reach agreement. Such mediation and fact-finding will be governed by the provisions of Section 209 of the Civil Service Law.
- C. Neither party in any negotiations shall have any control over the selection of the representatives of the other party nor each party may select its voting representatives from within the School District and its consultants and advisors from within or outside the School District. While no final agreement shall be executed without majority ratification by the Association and the Board, the parties mutually pledge that their representatives will be empowered with the necessary authority to make proposals, counter proposals, and reach compromises in the course of negotiations.
- D. The Board and the Association recognize that negotiations should be conducted in an atmosphere conducive to a free and uninhibited exchange of ideas and proposals. Public disclosure and comment during negotiations may inhibit such an atmosphere. In the event of an impasse, however, it is further recognized that each party should be free publicly to express its views concerning the impasse and why it occurred. Accordingly, it is agreed that neither party shall make public pronouncements concerning negotiations until either party declares that an impasse exists under Section 209 of the Taylor Act. Joint public statements, prior to an impasse, may be made when approved by both parties. This ban on public statements, prior to an impasse, shall not apply to internal communications of any form between members of the negotiating teams and their principals.
- E. The District agrees to release no more than four (4) Association negotiating team members for more than five (5) school days without loss of pay to attend day-long bargaining sessions. Such released time will be authorized only:
 - 1) When such released time is used in conjunction with weekend meetings.

- 2) As long as the Association continues to underwrite 20% of the cost to the District of providing substitute teachers.
- 3) Where such days fall within the period beginning with the first scheduled bargaining session and ending with a date sixty (60) days prior to the contract expiration date.

ARTICLE III

TEACHER FACILITIES, RIGHTS AND RESPONSIBILITIES

A. Teacher Facilities

The following facilities shall be provided for in each school building to the extent space is available in existing buildings and provided that no substantial capital investment is necessary. In designating new buildings and rehabilitating existing buildings, the Board will make provisions in each school building for:

1. Space in each teaching station for ample, secure, storage of instructional material and supplies associated with that teaching station.
2. A teacher's workroom containing adequate equipment and supplies to aid in the preparation of instructional materials.
3. An appropriately furnished room to be used as a faculty lounge (said room to be in addition to the aforementioned teacher's workroom) and a well-lighted and clean teacher's rest room.
4. A system whereby teachers can effectively and expeditiously communicate with the main office of the building in the event of an emergency.
5. Parking space of adequate proportion and convenient location at each school, where present building conditions permit, shall be maintained.

B. Teacher Rights and Responsibilities

1. Teachers have the right to join or refrain from joining, any lawful organization for their professional or economic improvement and for the advancement of public education, but membership of a teacher in any organization shall not be required as a condition of employment by the School District.

2. No teachers shall suffer any professional disadvantage by reason of his/her membership in the association or participation in its lawful activities.
3. All teachers with prior service in the Greater Amsterdam School District will be rehired at a step on the salary schedule equivalent had their years of service been in the District. All other teachers will be hired and placed on the salary schedule at the discretion of the District, not to exceed the step equivalent had their years of credited teaching service been in the Greater Amsterdam School District.
4. All persons performing teaching duties must be provisionally or permanently certified by the State or teaching under a State granted Certificate of Default.
5. Any teacher who is not going to be offered a position for the following school year shall receive such notification in writing prior to May 1st.
6. The Board recognizes its responsibility to provide reasonable support and assistance to teachers when employing appropriate measures to maintain control and discipline of students.
7. Teachers shall be informed of a telephone number which they shall call before 7:00 A.M. to report their unavailability for work. All unexpected tardiness shall be reported, when possible, prior to the opening of the school day.
8. Whenever a teacher is called in by an Administrator and the teacher believes his rights under this Agreement are involved, he shall have the right to Association representation.
9. A teacher may recommend that a child be examined by the school psychologist. The recommendation of the psychologist will be followed when possible.
10. Teacher membership on committees not specified in this Agreement is on a voluntary basis.
11. In the event that school is closed for an emergency reason, such information shall be put on all available news media by 6:30 A.M. the day of said closing, unless a later unexpected emergency arises.
12. Teachers will not be required to report to those buildings not having operable utilities and/or sanitary facilities when students are not in attendance.
13. All teachers have the responsibility of completing all items normally required by the Unit Administrator prior to the ending of school.

14. No teacher shall be prevented from wearing Association member insignia or pins, on school premises.
15. Each September the Educational Aides assigned in District buildings along with the duties and locations, will be reviewed with the Association President by the Office of the Superintendent. Thereafter, such schedules shall be posted in each building.

ARTICLE IV

ASSOCIATION FACILITIES AND RIGHTS

- A. The Association will be allotted at least ten (10) minutes at the end of each faculty meeting to conduct its business with the members of the bargaining unit.
- B. The Association shall have the right to use, without charge, District duplicating, office, and audio-visual equipment when such equipment is not otherwise in use. The Association shall provide its own supplies for duplicating purposes, including payment of the applicable per copy charge for use of the Xerox machines. Use of such District equipment is further confined to the building where it is assigned, unless specifically authorized to be removed by the building Principal.
- C. The Board will make available, upon reasonable request by the Association, publicly available records, data and information of the School District necessary in carrying out its function as the employee representative.
- D. A building representative shall have the right upon reasonable prior notice to the unit Administrator, to schedule association meetings outside regular school hours or during lunch period in his or her building.
- E. The Association will be provided with thirteen (13) copies of minutes of regular Board meetings as soon as possible after such meetings. Thirteen (13) copies of the official agenda of the meeting, and four (4) copies of the resolution memo will be given to the Association prior to said meeting. If such agenda is not available by the Friday before such meeting, a copy of the agenda will be sent to each building representative as soon as it is available thereafter.
- F. The board will make available for teacher and association ready reference, current copies of the Board's Personnel Policies and Rules and Regulations in accordance with the following:

1. Two (2) copies in each elementary school
 2. Four (4) copies in each secondary school
 3. Four (4) copies to the Association office
- G. Copies of this Agreement will be reproduced at District expense and a copy given to each teacher.
- H. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the internet, email, mail service and teacher mail boxes for communications to teachers. Announcements of meetings may be listed in school activity bulletins for announcing the date, time and place of the meetings. One (1) copy of all announcements shall be sent to the Superintendent.
- I. The Principal of each school shall meet during the school year with Association building representatives and/or their designees. Such meetings may be initiated by either party and will normally be conducted during the unassigned time of the teachers involved or at other times which do not conflict with the regular instructional time of students. As soon as possible prior to each meeting, either party shall convey to the other the topics to be discussed.
- J. Before the Board adopts a new policy or a change in current policy not covered in this Agreement and which affects teacher's terms and conditions of employment, the board will notify the Association in writing that it is considering such change. The Association will have the right to confer with the Board concerning such action within ten (10) days after receiving notification by the Board. After such conference, the Board may proceed to take whatever action it deems appropriate.
- K. The Association, upon request to the Superintendent, shall be given a place on the agenda of any regular meeting of the Board.
- L. Association representatives shall be given necessary time off with pay to attend the New York State United Teachers Representative Assembly not to exceed three (3) authorized representatives.
- M. Duly authorized representatives of the Association shall be permitted to process and adjust grievances, and perform other functions directly related to the administration of this Agreement on school property at reasonable times, provided that this shall not interfere with or interrupt classroom instruction, except as may be specifically authorized by the Administration.

- N. It is agreed to schedule regular meetings between the Superintendent and/or his designees and representatives of the Amsterdam Teachers' Association to discuss ongoing matters of mutual interest.

ARTICLE V

TEACHER WORK YEAR

- A. The teacher work year shall be as follows:

Full teaching days	182
Superintendent's Conference Days	<u>3</u>
Total	185*

* plus Teachers' Checklist Day (Such 185 days includes an allowance for four (4) emergency snow days.

- B. In addition to the above, up to two (2) additional days may be required for orientation of new staff personnel. The Association shall be given time on the program upon request. Year-end checklist procedure will be completed by the Teachers' Checklist Day in accordance with the approved school calendar.
- C. The proposed Annual School Calendar shall be developed by the Administration and presented to the Association which shall review and make such recommendations for change to the Superintendent of Schools, who shall recommend a calendar to the Board. All non-adopted recommendations of the Association shall be attached to the Calendar for Board review. The Calendar shall be adopted by the Board of Education no later than at the regular Board meeting in February of each school year.
- D. The Superintendent shall reduce the school year during May of each school year by not more than three (3) instructional days if such four (4) emergency days have not been utilized during the school year. Such announcement shall be made not earlier than April 1st and no later than May 15th of each school year.

ARTICLE VI

TEACHER EMPLOYMENT CONDITIONS

A. Elementary Classroom Teachers

1. The work day for teachers shall be no more than six (6) hours and forty (40) minutes in length, inclusive of at least a thirty (30) minute lunch period. (Effective in 1986-87, an additional five (5) minutes may be added if necessary, for adjustment of transportation schedules only). Teachers will be present in their classrooms before the opening session and will be available after school for reasonably necessary consultation.

It is the intention of the District to establish the daily starting time for elementary teachers no later than 8:30 a.m. However, because of certain variables such as, but not limited to, scheduling of bus transportation, consolidation, the Facilities Master Plan, etc., the parties understand that adjustments of starting time may be made accordingly.

2. Teachers will be provided with a minimum of thirty (30) consecutive minutes of unassigned time during each full teaching day. Effective September 1, 1989, Elementary teachers will be provided with a minimum of 180 minutes of unassigned time during each full teaching week.
3. Parent conferences will be scheduled at the convenience of the individual teacher and the parent. Regular conference time may be used for preparation and planning in circumstances where scheduled conferences are held at other times.
4. Teachers without homerooms shall be available for supervision of early arriving students on a rotating basis. Affected teachers shall receive this duty no more than five (5) times a year for no more than five (5) days at a time (twenty-five (25) days of total duty per year).

Teachers who are scheduled for a daily unassigned time of more than sixty (60) minutes (excluding lunch), shall be available for remedial assignments during that day for that time which exceeds such sixty (60) minutes.

NOTE: This change is not intended to change the length of the workday. It is understood that teachers arrive at school at their normal starting time (unless otherwise agreed between the Association and the District) to perform this duty. There shall be a joint meeting between the Association, District, and building Principals to insure that this intent is understood by all parties.

5. Elementary teachers will be provided with unassigned time at the end of the school year for completion of required reports and related paperwork as follows:
 - a. The day before checklist day will be 1/2 day.
 - b. In the event none of the four (4) emergency days set forth in the Calendar are used, two (2) one-half days of additional unassigned time will be provided during the Friday of the week preceding the final week of school and Wednesday of the final week of school. In the event emergency day(s) are used, the District will nonetheless provide one additional one-half day of released time on the Friday during the week preceding the final week of school.
 - c. On Monday, Tuesday Wednesday, and Thursday of the last week of school, the elementary student day will be five (5) hours and thirty (30) minutes in length. The teacher day shall remain at six (6) hours and forty (40) minutes. The minimum length kindergarten day shall be maintained.

B. Secondary Classroom Teachers (Effective 1986-87)

1. The work day for teachers shall be no more than six (6) hours and fifty (50) minutes in length inclusive of at least a thirty (30) minute lunch period. (Effective in 1986-87, an additional twelve (12) minutes may be added for the purpose of scheduling an eight (8) period day). Teachers will be present prior to the starting time and after the ending time and will be available after classes and/or school for reasonably necessary consultation.
2. Teachers shall not teach in more than two different classrooms which should be in the same general area. It is recognized that exceptions should exist only in unavoidable circumstances.
3. Filing cabinets shall be provided for those teachers without desks.
4. Teachers of Academic subject areas (on a full daily schedule) shall teach a maximum of five (5) classes per day; have one (1) conference period per day, and one (1) administrative assignment as defined in paragraph E.1 of this article.

Teachers of Academic subject areas who may accept a sixth (6th) daily class, or Non-Academic teachers assigned a sixth (6th) daily class shall not be assigned an administrative responsibility.

Teachers who may accept a sixth (6th) instructional assignment plus a duty or a seventh (7th) instructional assignment, coupled with no duty assignment, will be paid the following stipend:

2007-2008	\$ 6,000.00
2008-2009	\$ 6,180.00
2009-2010	\$ 6,365.00
2010-2011	\$ 6,555.00
2011-2012	\$ 6,753.00

Such voluntary schedules will:

- a. Conform to the regular work day, and
 - b. Be available to tenured teachers only, and
 - c. Be available to teachers on a "Teacher Improved Plan" pursuant to the APPR plan, and
 - d. Be within the teacher's tenure area, and
 - e. Any additional preparation would not be eligible for the stipend in Article IV.B.6, and
 - f. All other qualifications being equal, appointments will be based on seniority.
5. Every reasonable effort shall be made to assign homerooms on the same floor as the first period class.
 6. Teachers shall not be required to teach more than two (2) subject areas or have more than three (3) preparations. Any request to a teacher shall be made in writing to the teacher, who shall respond as soon as possible, but no later than three (3) working days thereafter. Any such assignments shall be made known to the Association. (A different preparation would be one which is designated by a different course number, ability level, or subject title, as for example: M, NR, R, H; 9, 10, 11; I, II, III; Spanish, Biology, English).

The District may schedule a teacher for a fourth preparation if the following conditions are met:

- a. The teacher volunteers, and
- b. The additional preparation is within the teacher's tenure area, and

- c. The teacher maintains either a five class teaching schedule, or a voluntary sixth teaching period and no duty, and
- d. The teacher is tenured, and
- e. The teacher is not being mentored under a "Teacher Improvement Plan" under the APPR, AND
- f. Any newly hired teacher participating in the "Mentoring" program will be ineligible for 4th Prep and/or Additional teaching period under this provision.
- g. The teacher will be compensated as below:

2007-2008	\$ 3,000.00
2008-2009	\$ 3,090.00
2009-2010	\$ 3,183.00
2010-2011	\$ 3,278.00
2011-2012	\$ 3,376.00

- 7. Under special circumstances, a teacher may agree to teach one class outside of his/her area of certification.

C. Special Area and Non-Teaching Certified Teachers

- 1. Thirty (30) minutes of unassigned time will be made available during each full teaching day. Where such time is not offered as thirty (30) consecutive minutes, the District agrees to provide two (2) periods of time during the day which in total will be in excess of thirty (30) minutes. All reasonable effort will be made to provide this unassigned time during pupil instruction hours except for a period of 15 minutes before and 15 minutes after the teacher lunch period.
- 2. Elementary Art, Music, and Physical Education teachers shall be consulted in arranging their teaching schedules.
- 3. Secondary Guidance personnel shall be expected to work one (1) hour above the classroom teachers' designated school day and work three full days prior to the beginning of school and three full days after the close of school. They shall be provided with a one (1) hour lunch period each day (as scheduled by the building Principal).
- 4. Elementary Special Subject teachers and elementary Guidance Counselors shall begin their full daily assignment and instructional program no later than the first full class day of the school year and continue their instructional program until the final full elementary teaching day of each school year unless shortened by the Superintendent.

5. Media Specialists shall remain (when needed) at least forty-five (45) minutes beyond the instructional day for normal services to pupils, parents and staff. The Principal shall consult the Media Specialist with regard to the procedures to be followed in the Media Center.
6. Guidance Counselors, School Psychologists and Attendance Teachers who may be employed on a full time basis during July and August shall receive 1/10th of their regular annual salary for each full month so employed. Notice of such employment will be made by May 15. The reasons for any discontinuance of the program in the Senior High School shall be made available to the Association.
7. Teachers required to operate their own vehicle when working two (2) or more school buildings in one day on a regular basis during the year, shall receive a travel expense reimbursement of \$137.74 for the 2007-08 school year, \$141.87 for 2008-2009, \$146.13 for 2009-2010, \$150.51 for 2010-11 and \$155.03 for 2011-12, or at the IRS authorized rate for mileage reimbursement. Teachers will inform their supervisor of their choice during the first week of school. The IRS rate in effect on July 1 each year shall be used for the following school year.
8. Social Workers, School Psychologists, and Attendance Teachers shall work an eight (8) hour day, which shall include a one (1) hour lunch period.

D. Other

1. Upon request, Unit Administrators shall inform the teacher of the disposition of all requests of classroom supplies.
2. After School Hour
 - (a) Commencing with the 2004-05 school year, teachers shall be available after the school day on one (1) Tuesday afternoon per month. Meetings will be of one (1) hour duration inclusive of 15 minutes travel time as needed. Proposed agendas for faculty, department, or other general teacher meetings shall be planned cooperatively by the Administration and a faculty committee and distributed normally at least 24 hours in advance of such meeting. In the event that no after school meetings are scheduled, the time may be used for compiling of interim reports or report card grading.
 - (b) Commencing with the 2007-08 school year, teachers shall be available for one (1) additional hour on the 4th Tuesday of the month for Department, Grade Level, Committee meetings, or to meet with each other (No Faculty Meetings). Proposed agendas for the 4th Tuesday of the month will be jointly planned and approved by the Administration, Coordinators, and no more than three (3) ATA appointees per site. Agendas will be distributed at least 24 hours in advance of such meeting. Meetings will be of one (1)

hour duration inclusive of 15 minutes travel time as needed. In the event that no after-school meetings are scheduled or jointly planned, normal contractual hours are followed. Unless the Tuesday falls on a day school is not in session, another Tuesday shall be substituted.

In addition to the above, teachers who agree to participate in curriculum development shall be available after the school day for an additional hour per month for curriculum meetings and workshops only. Participation in curriculum development is voluntary.

Any unit member who voluntarily works beyond the one (1) hour per month will be paid as follows:

2007-08	-	\$27.30
2008-09	-	\$28.11
2009-10	-	\$28.96
2010-11	-	\$29.83
2011-12	-	\$30.72

- (c) Commencing in the 2004-05 school year, the District will schedule four (4) half (1/2) day sessions, one (1) per quarter whereby students are dismissed from their respective schools. On these four (4) half days, teachers will be available for faculty, curriculum and/or grade level meetings and/or professional development. Between building travel time for attendance at such meetings will be 15 minutes as needed. The Superintendent will schedule these half days and notify the Association President accordingly. The Superintendent shall solicit agenda suggestions from the Association.
- 3. Teacher conference periods shall be used for professional purposes at the teacher's discretion.
- 4. Teachers may be required to attend two (2) evening meetings per school year; 2 1/2 hours maximum per meeting.

E. Administrative Assignments

- 1. The maximum responsibility for any secondary teacher shall be one homeroom assignment and one of the administrative duties in 2, and 3, below. In the event that there are fewer homerooms than staff, those teachers with greatest seniority in the District shall not be assigned a homeroom. Seniority will be followed for other types of assigned administrative duties except when scheduling makes it impractical. Duties may be added or deleted as the year progresses upon mutual agreement between the Unit Administrator and the Building Senators.

2. Middle School

The following shall be administrative duties:

- (a) Supervision of early arriving students
- (b) Supervision of students during lunch
- (c) Supervision of students during dismissal
- (d) Supervision of study halls
- (e) Shop maintenance (for Industrial Arts teachers)
- (f) Musical instrument repair (for music teachers)
- (g) Supervision of locker system
- (h) Supervision of bus students

3. Senior High School

The following shall be administrative duties:

- (a) Supervision of study halls
- (b) Supervision of cafeteria
- (c) Hall duty
- (d) Vocational and Science Lab Maintenance; It shall be made applicable to teachers affected.

F. Reduction in Staff - Procedure

1. In making any reduction in staff, the District will first attempt to effect such staff realignment by attrition. In the event further reductions are required, reassignment or termination may be used, with seniority in the District as the determining factor in accordance with appropriate certification and/or tenure area.

G. ATA President Release Time

Should the ATA President elect to reduce his/her teaching assignments, from five to four, the student load shall be distributed based on the educational needs of the District. The ATA will be consulted in determining such class enrollments. Whenever possible, the one preparation period along with one duty free period for the ATA President will be scheduled as the last two periods of the day. The Superintendent will have the final authority, after consultation with the ATA, on what are acceptable levels/numbers of class sizes and what is an acceptable impact on staff schedules; the decision of the Superintendent will not be subject to a grievance under Article XVII. In other words, the Superintendent will decide whether the distribution or re-distribution of students resulting from the reduction in the ATA President's teaching assignment creates class sizes which are too large or impacts staff schedules too significantly. If the Superintendent decides the resultant class sizes are too large, the Superintendent can deny the reduction in the teaching assignment for the ATA President.

ARTICLE VII

PROTECTION OF TEACHERS

- A. Teachers shall report immediately in writing to their Principal and to the Central Office all cases of assault suffered by them in connection with their employment.
- B. Such report shall be forwarded through the Superintendent to the Board which shall comply with any reasonable request from the teacher for information in its possession not privileged under law which relates to the incident or the persons involved.
- C. The Board agrees to provide its legal counsel to defend any teacher in any action arising out of any claim demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property, within or without the school building, providing such teacher, at the time of the accident resulting in such injury, damage, or destruction, was acting in the discharge of his/her duties within the scope of his/her employment or under the direction of the Board.
- D. If criminal or civil proceedings are brought against a teacher alleging that he/she committed an assault in connection with his/her employment, the Board shall furnish its legal counsel to defend him/her in such proceedings.
- E. Whenever a teacher is absent from school as a result of personal injury compensable under New York Workmen's Compensation Laws, and caused by an assault arising out of and in the course of his/her employment, he/she shall be paid his/her full salary for the period of such absence for up to one calendar year without having such absence charged to the annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any Workmen's Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing his/her duties; and, in the event that there is no adjudication in the appropriate Workmen's Compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.
- F. Whenever a teacher is absent from school as a result of personal injury compensable under the New York Workmen's Compensation Laws, and caused by an accident (other than assault) arising out of and in the course of his/her employment, he/she shall receive his/her sick leave entitlement less a New York Workmen's Compensation award made for such disability. Only the difference between the weekly compensation payments and the teacher's regular pay, converted to equivalent sick leave time should be charged against any accumulated sick leave.

- G. The District shall reimburse teachers in accordance with the insured limits, for reasonable costs of replacing or repairing dentures, eyeglasses, hearing aids, or similar bodily appurtenances not covered by Workmen's Compensation with are damaged, destroyed or lost as a result of an injury sustained in the discharge of his/her duties within the scope of his/her employment, provided such damage, destruction or loss was not due to the teacher's negligence.
- H. The District shall reimburse teachers in accordance with the insured limits, for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a teacher while the teacher was acting in the discharge of his/her duties within the scope of his/her employment, provided such damage or destruction was not due to the teacher's negligence.

ARTICLE VIII

TEACHING ASSIGNMENTS AND TRANSFERS

A. Assignments of Teachers

1. Teachers shall receive notification of their assignments for the ensuing school year in writing as soon as possible but not later than June 1 of the current school year. Such notification shall include the schools to which they will be assigned, the programs, grades and/or subjects that they will teach, and any special or unusual classes or assignments that they will have. Secondary teachers will receive their teaching schedules prior to September 1st.
2. Teachers shall be notified in writing immediately in the event any changes in their assignments are required. The teacher may request a conference with the Unit Administrator, with an Association representative, if desired, to discuss the reasons for such change.
3. Teachers who desire a change in assignment shall file a written statement annually of such desire with the Superintendent and/or Unit Administrator. Such statement shall include the grade and/or subject to which the teacher desires to be assigned or the school or schools (in order of preference, if the teacher has preferences) to which he/she desires to be transferred.
4. Periodically, notices of all vacancies shall be posted in each school building. Teachers shall be notified of the disposition of their applications for such change in assignment.

5. In making any changes in teaching assignments, the convenience and wishes of the teacher will be honored unless they conflict with the instructional requirements and best interests of the school system and pupils.

ARTICLE IX

SUBSTITUTE TEACHERS

- A. Secondary teachers shall act as emergency substitutes when all reasonable efforts have been exhausted to procure an outside substitute, who appears on the approved list or when no volunteer is available. Teachers may volunteer to act as emergency substitutes by placing their names on an emergency substitution list. Such assignment will not conflict with regular duties and assignments. No teacher shall substitute for more than one (1) period per day. Compensation shall be at the rate of \$15.51 per hour for 2007-08, \$15.98 for 2008-2009, \$16.46 for 2009-2010, \$16.95 for 2010-11 and \$17.46 for 2011-12 per full period. The rate for less than a full period shall be \$7.15 for 2007-2008, \$7.36 for 2008-2009, \$7.58 for 2009-10, \$7.81 for 2010-11 and \$8.05 for 2011-2012. Compensation shall be paid as soon as practicable thereafter. Approval for such arrangements must be made by the building Principal, who shall keep all necessary and accurate records and verify all such occasions of substitution for payment to the teacher normally within one (1) day.
- B. Prolonged Vacancies:
 1. Any vacancy which will last for at least forty (40) full school days shall be filled by a regular probationary contract for the designated period.
 2. A teacher on a substitute appointment who works for more than forty (40) full school days in the same assignment for the same absent teacher shall be given a regular temporary appointment for the remainder of the designated period of substitution, with full salary and other benefits from the forty-first (41st) day of the assignment forward.
 3. Substitute lists shall be re-established and approved by the Board of Education, prior to the opening of school each year in order for any substitute to qualify for teaching within the new school year. This list may be amended periodically.
- C. Teachers may request a particular substitute from the certification area lists designated and authorized by the Board of Education. Substitute teachers shall be required to write a brief summary of each class in which they substitute, to be given to the teacher upon his/her return.

Teachers will evaluate substitutes as the situation may indicate. Such evaluation will serve as a basis for establishing the approved substitute list provided for under B.3. above.

- D. Teachers shall supply to substitutes procured by the Administration the following materials, as appropriate:
1. An up-to-date seating chart or arrangement for each class.
 2. A copy of textbook(s) and necessary related teaching materials if required for successful conduct of the lesson.
 3. A set of instructions for the substitute.
 4. The names of students in each class who might be called upon for assistance.
 5. The teacher's daily schedule.
 6. Organizations of any specialized groupings within classes or levels.
 7. A current lesson plan for each class relating to the unit of study presently under assignment to pupils.

ARTICLE X

LEAVES OF ABSENCE

A. Physical Examinations

1. All teachers shall be required to have a physical examination every two (2) years, by November 1st of the school year. Examinations shall be given by the School Physician, but upon request the use of a personal physician shall be approved for payment up to the maximum fee charged to the District for an examination by the School Physician. All new personnel to the District shall be required to pass a physical examination, and may be required to have a chest X-ray before they may begin employment.
2. A teacher should at all times maintain a state of good health and must, upon request of the Superintendent, submit evidence thereof. Teachers may be assigned mandatory health leave at no loss of pay or benefit pending an examination for good health. Such leave is to be assigned by the Board and/or Superintendent.

3. The Board shall provide the following benefits:

- (a) Physical examination every two years
- (b) Chest X-ray every two years if recommended by a physician
- (c) Annual flu shots (if desired)

B. Sick Leave

1. Teachers shall be entitled to sick leave with full pay up to thirteen (13) working days in each year. Up to three (3) days of such time may be used as personal leave days in each year. The reasons for such leave will be indicated on the official checklist and shall be used only for compelling personal business which cannot be conducted at times other than school hours. Unused sick days and personal days may be accumulated without limitation, as long as the teacher remains continuously employed in the District.
2. Teachers whose respective schools are closed by order of the Health Officer or the Superintendent of Schools, shall receive full pay and such absence shall not be charged to sick leave.
3. Where the Superintendent has reasonable cause to believe that an abuse of sick leave may be occurring by a teacher, he/she may require a timely doctor's certificate and/or an examination by another physician. Any such requirement or examination shall be at the District's expense. In any dispute involving the "reasonable cause", the District shall bear the burden of proof.
4. A teacher who has been absent because of a serious infectious or contagious disease shall be required to submit evidence of complete recovery before resuming his/her duties. In the event of absence of a teacher for illness in excess of seven (7) consecutive working days, a medical excuse from a physician may be required in order to return officially to work.
5. When the effective date of appointment of a teacher is before the beginning of the second semester of any year, he/she will be given credit for the full annual sick leave allowance. When the effective date of appointment of a teacher is on or after the beginning of the second semester, the teacher will be given credit for six and one-half (6 1/2) days sick leave and one and one-half (1 1/2) days which may be for personal days.

C. Long Term Illnesses

1. In the event a teacher is disabled for an extended period, as verified by competent medical authority, the District agrees to provide additional extended sick leave benefits during the regular school year in accordance with the following conditions:

- (a) The teacher's accumulated sick leave is exhausted.
 - (b) The teacher provides medical evidence of the extended nature of the disability. The Board may require an examination by another physician.
 - (c) The teacher satisfies a five (5) working day waiting period after exhaustion of the accumulated sick leave.
- 2. The District agrees to provide in each year and for the term of this agreement a total of two hundred (200) days for all staff absences that might occur under this provision. In no instance shall the total obligation to the District exceed two hundred (200) days in each year of this agreement.
- 3. The District reserves the right to withhold such extended leave benefits when:
 - (a) The disabled teacher cannot continue to provide acceptable evidence of the continuation of the disability.
 - (b) The disabled teacher may qualify for disability retirement under either the Teacher Retirement System or Social Security.

D. Absence on Account of Death in Family

- 1. If explicitly reported, absence of a professional staff member due to the death of a wife, husband, parent, parent-in-law, brother, sister, child, grandchild, grandparents or stepchild, shall be permitted without loss of pay, or deduction from sick leave or personal days. Such absence shall not exceed five (5) days for each death. The Superintendent may grant additional days for death in the immediate family at his/her discretion and upon request. Such request shall be confirmed in writing.
- 2. All days in this section shall be above the normal yearly allocated sick leave and the three (3) days personal leave.

E. Maternity Leave

- 1. The District shall pay any teacher physically disabled by reason of pregnancy, accrued sick leave benefits for that portion of the work year coinciding with such disability or aggravation of such disability, unless such teacher has elected to take unpaid maternity leave herein, during which sick leave is not applicable. Moreover, during the disability period relating to pregnancies, if a teacher has exhausted her accrued sick leave, the teacher may use leave from the sick leave bank provided for paragraph (c) (3) of this Article.

- (a) Employment beyond the sixth month of pregnancy is subject to medical approval by the teachers' physician.
 - (b) The teacher notifies the Unit Administrator at least thirty (30) days prior to the beginning date of such leave.
 - (c) The duration of a leave of absence for child rearing leave following the birth of a child will be limited to one year at a time.
 - (d) A teacher who requests a leave of absence for child rearing purposes will be able to return to his/her position with the District prior to the expiration of such approved leave of absence, in emergency situations. For example, a teacher may request a one year leave of absence that they want to take advantage of following the birth of a child. In such situation, if the child died, the teacher would be able to come back to his/her position prior to the expiration of the full year of approved leave, as such situation would constitute an emergency situation. Moreover, a teacher who takes a leave of absence for child rearing purposes will be entitled to return to the same or substantially same position on the expiration of said leave.
 - (e) Maternity leave is subject to Article XII, paragraphs D. through H.
 - (f) With the exception of (a) above, the provisions of this Paragraph E. shall include adoptions.
2. The period of such leave shall not be considered part of a teacher's probationary period, and no benefits shall apply or accrue during such leave.

F. Accumulated Sick Leave and Retirement

1. Any unit member of the New York State Teachers' Retirement System or the New York State Employees' Retirement System who is employed by the District prior to July 1, 2004 and who provides the Superintendent with a written retirement resignation by October 10th of the school year of retirement including the effective date of retirement shall receive the benefits outlined in sections (a) through (c) below. Any unit member hired on or after July 1, 2004 must work at least ten (10) years for the District, and submit a written retirement resignation by October 10th of the school year of retirement including the effective date of retirement in order to receive the benefits outlined in sections (a) through (d) below:
 - (a) A salary increase for the final school year equivalent to the dollar value of one quarter (1/4) of the employee's accumulated sick leave, prorated over

the remaining pay periods in that school year. A computation of the final year's entitlement shall be made in June.

- (b) The dollar value of the remaining three quarters (3/4) of the accumulated sick leave shall be applied to the retiree's percentage share of health insurance plan, effective upon the date of retirement.
 - (c) For unit members hired on or after January 1, 2004, unused sick days and personal days may be accumulated without limitation. For computations in (a) and (b) above, 200 accumulated days shall be the maximum allowed. For days in excess of the 200, up to a maximum of 75 days, additional payment shall be made to the employee equivalent of 1/3 of the excess days.
 - (d) For unforeseen circumstances, such as serious illness, the Superintendent may allow a teacher to submit such retirement resignation after October 10th of the school year of retirement and thereby receive the same benefits.
2. In the event of an employee's death prior to his retirement, there shall be paid to the legal beneficiary designated for such purposes the benefits as provided in 1. (a) and (c) above. The date of death shall be deemed to be the date of retirement for computation purposes.

ARTICLE XI

TEMPORARY LEAVES OF ABSENCE

- A. Teachers will be entitled to the following absences with pay each school year in addition to the leave specified in Article X.
- 1. Not exceeding three (3) days for religious reasons which require absence during school hours.
 - 2. One (1) day for the purpose of visiting other schools if approved by the Superintendent of Schools upon four (4) days notice.
 - 3. Time necessary for appearances in any legal proceeding connected with the teacher's employment, or for the performance of jury duty. A teacher taking such leave shall reimburse the School District for any fees he/she received as a juror or a witness.

4. Expense reimbursement and salary payment for attendance at professional conferences, when authorized and approved by the Superintendent, shall be provided by the District.
 5. When members of the bargaining unit are elected as delegates to the New York State Teachers' Retirement System Convention, they will be given necessary time off with pay to attend the convention, up to a maximum of two (2) teachers for two (2) days.
- B. The Superintendent may authorize leaves not specifically stated in this Agreement. Denial of such requests shall not constitute a basis for grievance hereunder.
- C. District applications for travel and trip requests should be completed as per District policy.

ARTICLE XII

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two (2) years will be granted to any teacher who joins the Peace Corps, VISTA, or the National Teachers Corps and up to one (1) year for services as an exchange teacher and who is a full-time participant in such programs. Upon return from such leave, a teacher will be considered as if he/she were actively employed by the Board during the leave and will be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent.
- B. Military leave will be granted to any teacher as provided by the military law. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence up to a maximum of four (4) years.
- C. A leave of absence without pay of up to one (1) year may be granted for personal reasons. The increment may be granted by the Superintendent of Schools. Additional leave may be granted at the discretion of the Board.
- D. All rights and benefits to which a tenure teacher was entitled at the time his/her leave of absence commenced will be retained by him/her. Upon his/her return he/she will be assigned to the same or substantially equivalent position which he/she held at the time said leave commenced unless otherwise agreed.
- E. A teacher who returns from any leave and has served more than five (5) months on a given Step previously, will be placed on at least the next higher Step upon his/her return.

- F. Any teacher returning midyear shall be placed in his/her former position at the beginning of the following school year unless it is possible for the change to be made at midyear.
- G. All requests for leaves or extensions or renewals of leaves shall be applied for and granted in writing.
- H. A teacher on a leave of absence for a school year or more shall notify the Superintendent as to his/her intention to return to service at least four months prior to the expiration date of such leave. If the Superintendent has not received notice four months prior to the expiration of the leave, he/she shall send a letter of inquiry to the teacher at an address provided for such purpose. Failure to notify the Superintendent within one month of such inquiry shall be assumed to constitute intent to resign.

ARTICLE XIII

SABBATICAL LEAVE

- A. Upon recommendation of the Superintendent, sabbatical leaves may be granted to teachers who have served at least seven (7) consecutive years in the school system (leaves of absence excepted), for study or other purposes of value to the school system. A teacher granted sabbatical leave shall return to the Amsterdam School District for at least one (1) year after his/her leave ends. In the event that such a contract is not kept, the staff member agrees to reimburse the Board fully for all sabbatical salary and deductions.
- B. The Board of Education may grant such leaves for one percent (1%) of the total number of teachers in the system each year, provided that such number of qualified applications are received and the granting of any such leave for the time requested will not prejudice the operation of the School District.
- C. Applications for sabbatical leave must be submitted to the Superintendent in writing no later than March 1 of the school year prior to the year for which the leave is requested. No decisions will be made on sabbatical requests until after the March 1 deadline. Teachers must be informed of the action taken on such leave applications no later than March 15. Final determination shall be made official by April 1.
- D. Sabbatical leaves for one (1) year shall be at one-half (1/2) of the salary the teacher would have received during the period of such leave and for one half (1/2) of a year at full salary. Teachers shall be given credit toward salary increments while on sabbatical leave but no sick leave. Teachers with fourteen (14) years of service with

the District, who are on sabbatical leave, shall receive ninety-five percent (95%) of salary for the length of the sabbatical.

E. All applications for sabbatical leave shall be reviewed by the Superintendent of Schools and recommendations given to the Board of Education for Board decision.

F. Summer Sabbatical

1. At the discretion of the Superintendent, a summer sabbatical may be authorized for staff member(s) in areas of critical need as posted by the Superintendent prior to the end of the school year. The posting shall also include information concerning the length of the project; weekly schedule of hours, as applicable, and the salary stipend.

ARTICLE XIV

UNAUTHORIZED LEAVES

A teacher shall forfeit pay for any unauthorized leaves of absence not specified in this Agreement. Any additional disciplinary action shall be considered under the "just cause" provision of this Agreement.

ARTICLE XV

TEACHER EVALUATION

It is recognized that the primary purpose of evaluating teachers is to improve instruction. A variety of approaches may be used in evaluating, including observation, conferencing, and also evaluation of planning skills as they pertain to classroom techniques.

A. All monitoring and observation of work performance of a teacher will be conducted openly and with full knowledge of the teacher.

B. Classroom Observation

1. Tenure Teachers - Upon prior notice, and at the discretion of the building Principal, tenure teachers may be observed. Tenured teachers may also request formal observations.
2. Non-Tenure Teachers - Observations shall be conducted once each semester during the probationary period; more frequently for teachers who need help.

Attempts will be made to conduct such observations in a variety of classroom situations. As the teacher gains in ability throughout his/her probationary period, fewer observations may be necessary.

3. Nothing contained above shall be interpreted to prohibit unannounced classroom observations by appropriate administrative personnel.
4. Follow-up of Observations - Observations will be followed up by a conference and documentation. Written summaries of observations will be forwarded to the teacher for review. When needed, specific suggestions for improvement of work performance will be made by the supervisor. Before such report is placed in the file, the teacher shall have the right to attach a response. From start to finish, the above process should be completed in seven school days, unless unusual unforeseen circumstances delay the follow-up.

C. The District will complete an annual summary or status type evaluation on every probationary teacher. For tenure teachers, such summary will be completed every other year.

D. Tenure Recommendations (see also Article XXIV)

1. Criteria appropriate to the granting or denial of tenure to the probationary teacher shall be determined by the Administration.
2. The Superintendent shall notify each probationary teacher, (during the last year of his/her probationary period) in writing, whether he/she will be recommended for tenure not later than April 1. Such notification shall include the reasons for the granting or denial of tenure status.

E. Achieving Tenure Status (see also XXIV)

1. If a probationary teacher who is denied tenure requests the reasons for such a denial, such reasons shall be given him/her orally, if he/she so specifies, and otherwise in writing.
2. A teacher who has achieved tenure in any school system in the State of New York may serve a probationary period of one (1) year as a teacher in the Amsterdam School System. This provision also applies to a teacher who transfers from one tenure area to another within the District.

F. Other Procedures

1. Each teacher will have the right to review and make copies of the contents of his/her personnel file, except those confidential documents originating outside the District. A teacher is further entitled to have a representative of the

Association accompany him/her during such review. The District reserves the right to have such review conducted in the presence of an Administrator.

2. No material derogatory to a teacher's conduct, service, character, or personality, shall be placed in his/her personnel file unless the teacher has had an opportunity to review and respond to the contents if he/she so desires. The teacher will acknowledge such review has taken place by affixing his/her signature thereto, which shall not indicate agreement with its contents. The teacher may provide, if he/she so desires, a copy of any response to the Superintendent for his/her information and review.
3. Only authorized personnel shall have access to teacher personnel files. Public release of the contents thereof is prohibited without the approval of the teacher or when subpoenaed by court authority.

G. A copy of any change or additional forms used in the observation/evaluation procedure shall be given to the Association prior to its adoption.

H. Arbitrability

1. While the alleged failure of the District to comply with the provisions of the Article is subject to the Grievance Procedure as outlined in this Agreement, this Article shall not be interpreted to diminish the exclusive right of the Board to grant or deny tenure as provided by law.

ARTICLE XVI

ADMINISTRATIVE COMPLAINT PROCEDURE

A. Complaints Against a Teacher's Performance

Any complaints regarding a teacher's performance of duties made by any member of the Administration (except for comments for improvement of performance made in evaluations), and/or to any member of the Administration by any parent, student or other person shall be promptly called to the attention of the teacher by the Administrator. The teacher shall have the right to clarify and substantiate his/her position whenever he/she feels the matter is not justified.

If an announced observation has not yet been conducted per Article XV.B.1., one may be conducted pursuant to that provision. Once an announced observation has been conducted as above, the Administrator will inform the teacher if he/she will conduct up to two (2) unannounced observations within forty-five (45) working days. All observations will be conducted as per Article XV. The results of the teacher/administrator conference, and observations if any, may be placed in the

teacher's District Personnel File by the Administrator with a copy forwarded to the teacher. The teacher may place a written reply in his/her District Personnel File. Additional unannounced observations may be conducted by mutual consent of the teacher and administrator.

If a teacher feels aggrieved regarding any actions or results of the above, he/she may submit a formal grievance as set forth in this Agreement.

ARTICLE XVII

GRIEVANCE PROCEDURE

A. Purpose

It is the policy of the Board and the Association that all grievances be resolved informally or at the earliest possible step of this grievance procedure. Informal settlements at any stage shall bind the immediate parties to the settlement but shall not be precedents in a later grievance proceeding. Both parties recognize that the procedure must be available without any fear of discrimination because of its use.

B. Definitions

1. "Grievance" - any alleged violation of this Agreement or a past practice, or any dispute with respect to its meaning or application, provided however, that the Board may change or discontinue a past practice for good cause and that the Association may grieve and carry to arbitration the sole question of whether or not the Board has good cause for the charge or discontinuance, and further provided, that if there is a disagreement over whether or not the matter in dispute constituted a past practice, the Association shall have the burden of proving that it was unchanged past practice of at least five (5) years duration before the question of good cause can be considered.

A past practice is defined as an established custom that offered or allowed a "benefit" of a peculiar personal value to a teacher covered under this Agreement.

A past practice shall not be defined in a manner that may alter the specific language of this Agreement or which otherwise related to a reasonable and legitimate exercise of the District's right to manage its operations.

2. "Teacher" - any person in the unit covered by this Agreement.
3. "Aggrieved Party" - the teacher, group of teachers, or the Association.

4. "Association Representative" - any person selected by an employee and authorized by the Association to represent him/her in informal or formal grievance procedures, said person being termed "Association Representative" regardless of occupation or profession.

C. Submission of Grievances

1. Each formal grievance shall be submitted in writing on a form approved by the Board and the Association, and shall identify the aggrieved party and the provisions of this Agreement or the alleged past practice involved in the grievance, the time and place of the alleged events or conditions constituting the grievance, and redress sought by the aggrieved party.
2. A grievance shall be deemed waived unless it is submitted within fifteen (15) school days after the aggrieved party knew or should reasonably have been expected to know of the events or conditions on which it is based.
3. (a) A teacher or group of teachers may submit grievances which affect them personally and shall submit such grievances to the Unit Administrator.

(b) The Association may submit any grievance. If it is limited in effect to one school, the grievance shall be submitted to the Unit Administrator. Otherwise, it shall be submitted directly to the Superintendent of Schools.

D. Procedure for Association

1. Informal - Step I: The aggrieved party shall present his/her grievance orally to his/her Unit Administrator either directly or through an Association Representative.
2. Formal - Step II: If the grievance is not resolved informally in Step I at the building level within five (5) working days, or such additional time as may be agreed upon, the aggrieved party or the Association Representative shall within five (5) working days thereafter, submit a written grievance to the Superintendent of Schools or his/her designee. The parties shall confer with respect to the grievance, and the Superintendent or his/her designee shall deliver to the aggrieved parties a written statement of his/her position on the grievance no later than ten (10) working days following its receipt, or such additional time as may be agreed upon.
3. Formal - Step III: If the grievance is not resolved in Step II, the Association may, within fifteen (15) working days after receiving the statement in Step II, refer the grievance to arbitration by filing a request with the American

Arbitration Association that it send the parties a list of seven (7) Arbitrators. A copy of such request shall be forwarded to the Superintendent of Schools.

- (a) Upon receipt of the names of the proposed Arbitrators, parties shall strike names from the list(s) in accordance with the selection procedures of the American Arbitration Association until one is ultimately designated as Arbitrator.
- (b) The Arbitrator's decision will be in writing and will set forth his/her findings, reasoning and conclusions on the issues submitted and shall be final and binding on both parties. The Arbitrator will be without power or authority to make any decisions which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

The Arbitrator shall have no power to alter, add to, or detract from the provision of the Agreement.

- (c) The cost for the services of the Arbitrator will be borne equally by the School Board and the Association. The party requesting a stenographic record shall pay the cost thereof.
- (d) The election to submit a grievance to arbitration shall automatically be a waiver of all remedies or forums which otherwise could be available.

- 4. Expedited Arbitration - If mutually agreed by the two parties, the procedures as outlined under the Expedited Labor Arbitration rules of the American Arbitration Association may be employed.

E. No Strike/No Lockout Provision

During the period of this Agreement and any extension thereof, the Association agrees that it shall not call, authorize, instigate, sanction, or condone any strike, slow-down, or work stoppage by any employees, and the Board agrees that it shall not lock out any teacher.

ARTICLE XVIII

IN-SERVICE EDUCATION

- A. In-service education is to be defined as any approved professional study, travel, course, lectures or committee work approved by the Greater Amsterdam School District which will contribute to the improvement of the assignment in which the professional personnel are involved. Such courses are intended for the improvement of the educational program in the District, and therefore, the best qualified instructors obtainable both in the District and from outside agencies will be sought.

Teacher participation shall be voluntary.

B. Professional staff members will receive salary schedule credit for approved in-service courses which do not offer college or university credit. In order to receive salary schedule credit, the professional staff member must have successfully completed the course and have attended at least 80% of the total sessions and have demonstrated satisfactory growth, through participation and contributions to the course.

C. Schedule of Credits for Approved In-Service Credit:

1. Planned In-Service courses:

Five (5) two-hour sessions	1 credit
Ten (10) two-hour sessions	2 credits
Fifteen (15) two-hour sessions	3 credits

2. Purposeful Summer Travel:

Three (3) consecutive weeks	1 credit
Six (6) consecutive weeks	2 credits
Nine (9) consecutive weeks	3 credits

3. The Superintendent may grant more credits for individual courses and other summer travel.

D. Only courses and travel authorized and approved for payment by the Superintendent will be considered for salary credit. Such approval must be obtained prior to participation in the course or travel in order to guarantee such payments.

E. 1. Maximum salary credit earned under this provision may not exceed:

- (a) 10 hours for professional courses (field of education).
- (b) 20 hours for content courses (field to be taught or related field).

2. In-service credit for salary schedule purposes in excess of E.1. above must have the approval of the Superintendent.

F. When the number of applicants for an in-service course exceeds the number of vacancies, teachers of subjects or areas most closely related to the course being offered shall be given first preference.

G. Effective:	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
Instructor	\$56.47 per session	\$58.17	\$59.91	\$61.71	\$63.56
Coordinator	\$28.54 per session	\$29.39	\$30.28	\$31.19	\$32.12

ARTICLE XIX

WORKSHOPS

- A. Workshops shall be established by the Administration for the purpose of continual improvement of the instructional program.
- B. Workshops may be held on Saturday, in summer months, during scheduled recess holidays or after the regular school day.
- C. A workshop may be scheduled during the regular school day, providing the specific situation warrants it, and approval is granted by the Superintendent.
- D. Teachers shall be selected by the Superintendent for all workshops. Selection will be based upon recognized skills and areas of assignment as well as the need for developing a balanced team for the project. Seniority shall not be considered as a criteria for selection of members of a workshop.
- E. It shall not be mandatory for a teacher to accept a position in a workshop. However, teachers agree that participation, or lack of participation, may be a factor in determining the teacher's assignment as it relates to the goals and/or purposes of the workshop and its results.
- F. The chairman of a workshop shall be guaranteed additional compensation up to the equivalent time approved for the committee.
- G. Effective December 23, 2003 teachers shall be compensated at the rate specified in Article VI.D., (2) for approved workshop time.

ARTICLE XX

TEXTBOOKS

- A. Each pupil shall be provided with one (1) copy of at least one (1) textbook for each class subject where such books are prescribed by the Board of Education. Where multi-textbooks are used, the Board will make every effort to provide sufficient textbooks.
- B. Each teacher shall be provided with a copy of all basic textbooks and/or teacher's manuals for each different teaching assignment. Except for elementary reading manuals and upon request, a second copy shall be provided.

- C. Selection of textbooks, including paperback editions, shall be made by teacher committees composed of those affected by the use of such textbooks.
- D. Prior to the rejection of any texts, the Board will confer with the selection committee. Selection committees are advisory to the Superintendent and the Board of Education and in no way shall restrict the Board of Education's legal right to adopt any and all textbooks.

ARTICLE XXI

APPOINTMENTS TO POSITIONS RECEIVING SALARIES BEYOND THE TEACHERS' SALARY SCHEDULE

- A. Positions in this article are defined as those which pay a salary differential and/or position in the administrative level including, but not limited to, positions such as Assistant Superintendent, Administrative Assistant, Director, Consultant, Principal, Supervisor, Coordinator, and Assistant Principal.
- B. Vacancies in positions covered by this article which are caused by death, retirement, discharge, resignation, or by the creation of a new position, shall be filled pursuant to the following procedure:
 - 1. The Association shall receive notification on the same day of the public announcement.
 - 2. Such vacancies shall be adequately publicized, both within and outside the system, including a notice in every school (by posting or otherwise) as far in advance of the date of filing for such vacancy as possible (ordinarily 30 days in advance and in no event less than two weeks in advance).
 - 3. Said notice of vacancy shall clearly set forth the qualifications for the position.
 - 4. Teachers who desire to apply for such vacancies shall file their applications in writing with the Superintendent within the time limit specified in the notice.
 - 5. Such vacancy shall be filled on the basis of the best qualifications for the vacant post after interviews of a reasonable number of the most qualified applicants.
 - 6. The final determination as to who shall fill these positions shall be at the sole discretion of the Board.
- C. All appointments to the aforesaid vacancies and openings shall be made without regard to age, race, creed, color, religion, nationality, sex or marital status.

ARTICLE XXII

SUMMER SCHOOL AND CONTINUING EDUCATION

- A. Teaching positions in these programs shall, to the extent possible, be filled first by teachers regularly employed in the Greater Amsterdam School District, and who apply for such positions.
- B. In filling such positions, consideration shall be given to a teacher's area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service in the Greater Amsterdam School District school system, and prior experience in these programs, if any.
- C. All openings for these positions shall be listed as early as possible so interested teachers may apply. The Association will be notified the same day as the public announcement.
- D. Summer School salary schedule is attached hereto as Appendix C.

ARTICLE XXIII

CLASSES AND WORKLOAD

- A. The District agrees to continually make reasonable efforts to establish an equitable distribution of students for instructional groupings consistent with the program being offered. The District further agrees to continue its efforts to establish class size and workload on a sound educational basis.

Before the Board adopts any meaningful increase in class size or workload, it agrees to notify the Association in writing that it is considering such a change.

ARTICLE XXIV

DISCIPLINE AND DISCHARGE - JUST CAUSE

- A. From the date of each teacher's employment and up to May 1 of their third (3rd) school year of employment, teachers shall be entitled to, in addition to their rights under the Fair Dismissal Law, a private School Board review on matters related to discharge.

- B. Thereafter, no teacher shall be discharged or disciplined by being reprimanded, reduced in rank, or otherwise deprived of any professional advantage, except for just cause.
1. The Superintendent of Schools shall serve disciplinary charges against a teacher. Upon receipt of such charges, the teacher shall complete the "Receipt of Charges" form, attached hereto as Appendix "E", and shall return the form to the District immediately.
 2. Thereafter, the teacher shall have the right to choose whether to proceed under the procedures set forth in Article XVII, Section D.3., of this agreement (arbitration) or to proceed under Education Law 3020-a.
 3. Within ten (10) calendar days of receipt of the charges, the teacher must complete the "Election of Disciplinary Procedures" form attached hereto as Appendix "D" and return that document to the Superintendent of Schools. Failure to return such form within ten (10) calendar days will be deemed an election to proceed under Article XVII, Section D.3., (arbitration).
 4. Any suspension pending adjudication of the charges shall be with pay, except that any bargaining unit member shall be suspended without pay if such suspension without pay would be allowed under Education Law 3020-a.
 5. The District and Association agree that disciplinary action under the procedures set forth in Article XVII, Section D.3., (arbitration) shall result in a disposition of the disciplinary charge within the amount of time allowed therefore under Education Law 3020-a, which the parties agree is approximately 150 days.
 6. It is expressly agreed that no bargaining unit member subject to discipline will be entitled to both the disciplinary procedures set forth in Education Law 3020-a and the arbitration procedure set forth in Article XVII.

ARTICLE XXV

SALARY AND FRINGE BENEFITS

- A. The teacher salary schedule is attached hereto and identified as Appendix A. All schedules will be increased by 3.75% in 2007-2008, 4% in 2008-2009, 4% in 2009-2010, 4% in 2010-2011, and 4% in 2011-2012.
1. In addition, teachers volunteering to serve on the Committee on Special Education (CSE) meetings beyond the regular school day as outlined in the Collective Bargaining Agreement and teachers volunteering to correct Standardized Tests beyond the regular school day as outlined in the Collective

Bargaining Agreement, shall be paid an hourly "per diem" rate based on 1/200th of their contract salary.

2. Teachers who are required by the administration to meet with other teachers for the purpose of consultant teacher collaboration meetings beyond the normal day as outlined in the collective bargaining agreement shall be paid an hourly "per diem" rate based on 1/200th of their contract salary.

3. Retroactive Pay

All increases will be retroactively paid, by separate check, to July 1, 2007. These checks will be paid on or before sixty (60) days after both parties ratify the collective bargaining agreement.

- B. The co-curricular payment salary is increased by 3% in each year of the successor agreement.

- C. Ratios:

1. Elementary Guidance Counselors 1.05
2. Secondary Guidance Counselors 1.08

- A. Remove differentials for new counselors assigned on or after July 1, 1981, and establish work year and day same as teachers. (Counselors who may be assigned duty for any days beyond will be paid at their daily rate in accordance with Section 3101, Subdivision 3 of the Education Law).
- B. Establish an Elementary Counselor work year for incumbents of six (6) days beyond the teacher work year without additional compensation other than the current stipend. The scheduling of such days will be jointly determined by the building Administrator and the Counselor involved.
- C. Contract provision covering the Secondary Counselor's work day, work year and differential for incumbents, shall be maintained except for counselors hired after July 1, 1981.

- D. Health Insurance

The District agrees to continue to offer health insurance coverage for employees and dependents with benefits at least equivalent to those currently provided and as modified.

Additionally, the District agrees to pay:

1. Effective March 1, 1996, ninety percent (90%) of the annual premium cost for individual and dependent coverage under the health insurance plans offered.

Effective June 30, 1998, eighty-seven and one-half percent (87.5%) of the annual premium cost for individual and dependent coverage under the health insurance plans offered.

2. Effective July 1, 2004, all employees shall contribute 14% of the appropriate premium cost for individual and dependent coverage under the health insurance plans offered. Effective July 1, 2005, all employees shall contribute 15% of the appropriate premium cost for individual and dependent coverage under the health insurance plans offered. Such coverage shall be the same as or the equivalent of the coverage in effect during his/her final year of service. Such provision shall apply only to those teachers whose stated intent is to actually retire and receive regular or disability pension.

For any teacher fulfilling the requirements under Article X.F.1. and retiring after July 1, 2004, the District agrees to pay eighty-six percent (86%) of the annual premium cost for health insurance coverage during his/her retirement.

For any teacher fulfilling the requirements under Article X.F.1 and retiring after July 1, 2005, the District agrees to pay eighty-five percent (85%) of the annual premium cost for health insurance coverage during his/her retirement.

3. For purposes of identification, the current indemnity health insurance plan in effect is the Blue Cross/Blue Shield of Utica Watertown (Excellus) plan offered by the Fulmont Health Trust.

Effective January 1, 2008, or as soon as can be effected thereafter, for purposes of identification, the health insurance plan is the Blue Cross/Blue Shield of Utica Watertown (Excellus) PPO plan offered by the Fulmont Trust as in Appendix "F".

4. The District will implement a Flexible Spending Plan (IRC Section 125 Plan) for health insurance premiums, unreimbursed medical expenses and dependent care expenses. The District will assume all administrative costs of the plan.
5. The District will continue to provide a PPO plan, which shall be the PPO plan offered by the Fulmont Trust or its equivalent benefit level as in Appendix F.

Effective January 1, 2008, or as soon as can be effected thereunder, no employees will be entitled to health insurance coverage under the Fulmont Trust indemnity plan. New employees and those teachers who, prior to January

1, 2008 enjoyed the indemnity plan, will only be entitled to health insurance coverage under the Fulmont PPO Plan. Those teachers presently (as of January 1, 2008) in HMO options may continue in those plans beyond January 1, 2008.

E. Health Insurance Buy Out

1. Any eligible member of the bargaining unit, part-time or temporary as long as they meet the requirements of the provisions of Article I, may elect to receive a "cash benefit" instead of the health insurance coverage provided for in this Article. The member must elect the cash benefit in writing, which writing must be submitted to the Superintendent on or before May 15th of each school year for the election to be effective July 1 of the subsequent school year. Bargaining unit members appointed on or after July 1 must make the election no later than September 1. No election of the cash benefit will be valid unless accompanied by proof of non-District health insurance coverage.
2. Effective January 1, 2008, the amount of "cash benefit" to be paid by the District to the entitled bargaining unit member who elects the benefits shall be set at:

Individual:	\$ 800
Two-Person:	\$1,600
Family:	\$2,000

The cash benefit shall be paid by the District in two equal lump sum payments, one payment on or before December 1st of each school year and the second payment on or before June 30th.

3. Members of the bargaining unit who are married and whose spouse also works for the District shall be eligible for only one two-person plan, two individual plans, or family health insurance plan as appropriate to their family situation. Employees who are married to other employees shall be ineligible for this cash benefit option.
4. Any bargaining unit member who has received a cash benefit payment from the District in lieu of health insurance coverage and who leaves the employment of the district prior to June 30th, shall have a pro-rated portion of such cash benefit deducted from his/her final paycheck.
5. Any bargaining unit member who has elected the cash benefit in accordance with this provision may be reinstated into the District plan during the school year in which he/she has elected the cash benefit, provided that he/she makes a written request for coverage under the District health insurance plan to the Superintendent. The approval of request for coverage shall be governed by the rules, regulations, and procedures of the insurance carrier. Any member who has received a cash benefit payment and who is reinstated under the District

health insurance plan prior to June 30th shall have a pro-rated portion of such cash benefit deducted from his/her first paycheck following reinstatement.

Dental Insurance

The District agrees to allocate up to a maximum of \$100,000 to provide a dental plan. Effective July 1, 2008, all increases to the existing amounts paid towards dental insurance will be shared. The District will bear 85% of those increases, and the unit members will be responsible for 15% of all future increases to premium. The base amount will be determined by July 1, 2008.

In their deliberations, the joint committee shall include the following specifications within the agreed-upon plan:

- (a) The employee shall be required to make a contribution toward the monthly premium payments as part of the plan.
- (b) The plan shall provide for cost containment procedures, such as deductibles, maximum allowances, restricted to full time probationary and tenured teachers.
- (c) At least a two (2) year guarantee on premium levels, if possible.
- (d) A plan which can be made available to all levels and classes of employees.

F. Tuition

Effective January 29, 1996, the dependents of bargaining unit members may enroll in the District at no cost to the employee, provided space is available at the required grade level.

G. Employee Assistance Plan

The District shall provide for an employee assistance Plan (EAP), to be available for bargaining unit members as of March 1, 2004. The EAP shall be fully funded by the District and will be selected by a joint labor and management committee representing both members of the Association and also representatives from the other collective bargaining units within the District, as well as management representatives.

H. Health Reimbursement Account

The District will establish a Section 105(h) plan account for all unit members for payment of unreimbursed medical, dental, vision expenses, and other allowable expenses, which shall be subject to any applicable laws, rules, and regulations.

Years of Service Amount

1-10 years	\$125.00
11-20 years	\$450.00
21+ years	\$750.00

1. The above amounts will be available to unit members by September 15 of each calendar year, effective 2008. The District will deposit a prorated amount in the members' accounts by January 15, 2008 for the 2007-2008 school year.
2. The District assumes all administrative costs and fees associated with the health reimbursement account.
3. Unit members will utilize their Section 125 plan deposits, if any, prior to their Section 105(h) plan deposits.
4. Once a unit member retires from or terminates his/her employment with the District, there will be no further contributions to the individual's account but he/she may continue to access any remaining deposits until the account is exhausted. Should the member predecease their spouse or domestic partner, the remaining funds may be used by their spouse or domestic partner until the funds are exhausted.
5. In the event of a mid-year hire/termination/voluntary separation, the annual deposit will be pro-rated. However, if there are insufficient funds in the individual's account, there will be no requirement of the individual to make the District or fund whole.
6. The health reimbursement account plan year will be the calendar year.
7. The third party administrator and/or District will provide members no less than four (quarterly) statements per year.
8. Unit members may not elect cash in lieu of the health reimbursement account.
9. All unused deposits, if any, will roll over from year to year, with no maximum limit.
10. Pre-Retirement Payment

Unit members retiring during the terms of the 2007-2012 agreement will have the following deposits made into their individual Section 105(h) account prior to the date of their retirement, based on the year in which they retire.

2008	\$3,000.00
2009	\$2,000.00
2010	\$1,000.00
2011	\$1,000.00
2012	\$1,000.00

ARTICLE XXVI

DUES DEDUCTION

- A. The School District agrees to deduct from the salaries of teachers dues for the Amsterdam Teachers' Association and its affiliates, as said teachers individually and voluntarily authorize the School District to deduct, and to transmit the monies promptly to the Association.
- B. The Superintendent will be notified by any official of the above named associations, in writing, by June 30th of each year of the current rate of membership dues for each of the associations named in paragraph A. Thirty (30) days written notice of any change in the rate of dues will be given to the District to a maximum of two changes per year per association.
- C. Deductions referred to in paragraph A above will be made in as nearly equal monthly installments as is practicable during the school year. The School District will not be required to honor any month's deduction any authorizations that are delivered to it later than fifteen (15) days prior to the distribution of the payroll from which the deductions are to be made.
- D. Agency Fee

Effective October 28, 1981, the District shall deduct from the salary of employees in the bargaining unit who are not members of the ATA an amount equivalent to the dues levied by the ATA in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The ATA affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York. The provision for agency fee deduction shall continue in effect as long as the ATA maintains such procedure. The agency fee deduction shall be made following the same procedures as applicable for dues check off except as otherwise mandated by law or this Article of the Agreement.

The parties further agree that the provisions herein regarding agency fee deductions will not apply to:

1. Unit members who were not members of the ATA on June 30, 1981.
 - (a) Such unit members who choose to become ATA members thereafter shall forfeit this exemption.
2. Individuals appointed to positions from outside the unit in accordance with Appendix B, paragraph A.

ARTICLE XXVII

GENERAL PROVISIONS

- A. In case of direct conflict between the express provisions of this Agreement and any Board or Association policy, practice, procedures, custom or writing not incorporated in this Agreement, the provisions of this Agreement will control.
- B. The Board and the Association shall continue their policy of not discriminating against any teacher on the basis of race, creed, color, national origin, sex, age, marital status, or membership in any teacher organization.
- C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to Law, than any such

provision or application shall be deemed invalid and the parties shall attempt to revise the provision to the extent permitted by Law, and all other provisions or applications will continue in full force and effect.

- D. It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit it implementation by amendment of Law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

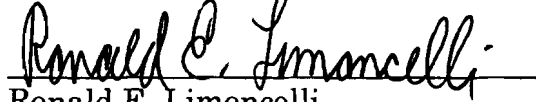
ARTICLE XXVIII

DURATION OF AGREEMENT

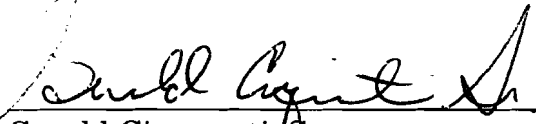
Unless otherwise agreed, the provisions of this Contract shall become effective as of July 1, 2007 and shall continue in effect through June 30, 2012.

In witness whereof, the parties hereto have executed this Agreement by their duly authorized representative this 29 day of April 2008.

FOR THE DISTRICT:

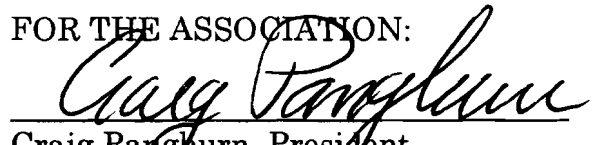


Ronald E. Limoncelli
Superintendent of Schools



Gerald Cinquanti, Sr.
Board of Education

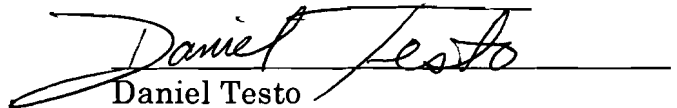
FOR THE ASSOCIATION:



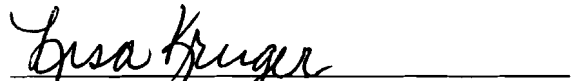
Craig Pangburn, President
Amsterdam Teachers Association



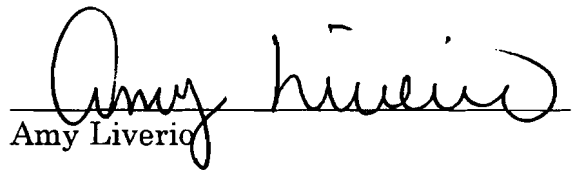
Richard Peters
Negotiation Chairman



Daniel Testo



Lisa Kruger



Amy Liverio

ARTICLE XXIX

SPECIAL CONDITIONS RELATED TO THERAPISTS AND SCHOOL NURSES

This new Article is added to the Collective Bargaining Agreement between the Greater Amsterdam School District and the Amsterdam Teachers' Association entitled, "Special Conditions Relating to Occupational Therapists, Physical Therapists, School Nurses and Therapist Assistants", which shall provide:

1. The provisions of the ATA Contract will apply to the Occupational Therapist, Physical Therapists and School Nurses and Assistants with equal force and effect, except as set forth hereunder.
2. Recognition (Article I) - Article I shall be amended to indicate that Occupational Therapists (OT), Physical Therapists (PT), Assistant OT's and PT's and School Nurses shall be part of the ATA's Bargaining Unit.
3. Working Conditions (Articles V and VI) - Occupational Therapist, Physical Therapists, Assistant OT's and PT's and School Nurses shall work the same work year as Teachers. However, the work day for Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses shall be seven (7) hours, exclusive of a thirty (30) minute meal break.
4. Assignments (Article VIII) - Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses will have their assignments provided to them as per the past procedure in the District.
5. Sick Leave and Personal Leave (Article X) - The provisions of Article X.(A) through (F) shall apply to these positions, except that unused sick and personal leave will be accumulated to a maximum of 250 days and only 200 of such days can be used for the purpose of the retirement benefit contained in Article X.(F).
6. Temporary and Extended Leaves of Absences (Article XI and XII) - The provisions of Articles XI and XII will apply to these positions.
7. Evaluations (Article XV) - The provisions of Article XV will apply to Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses, except that Sections D and E (Tenure) of Article XV will not apply to employees working in these positions. Moreover, the provisions of Article XV which apply to non-tenured (or probationary) and tenured teachers will apply to these new positions during probationary and permanent employment status, respectively.

8. In-Service Education (Article XVIII) - Article XVIII will no apply to Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses.
9. Discipline and Discharge (Article XXIV) - Following the completion of their probationary service, Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses shall not be subject to discipline or discharge except pursuant to New York State Civil Service Law, Sections 75 and 76.
10. Health Insurance (Article XXV) - The provisions of Article XXV.(D) - Health Insurance; (E) - Insurance Buy Out/Dental and (F) - Tuition, will apply to Occupational Therapists, Physical Therapists, Assistant OT's and PT's and School Nurses.
11. Salary (Article XXV)

For 1999-2000: These new unit members will be placed on the salary schedule on the step closest to their 1998-1999 salary, provided that no employees will suffer a reduction in salary. It is understood that the initial placement of an employee onto the salary schedule will not necessarily correspond with the number of years the person has worked for the District. For example, if an Occupational Therapist had worked for the District for ten years and was paid \$32,000 in 1998-99, his/her initial step placement in 1999-2000 would be to Step 7 of the BS Schedule (\$32,349). For 1999-2000, such employees will not advance a step on the salary schedule. However,

Commencing in the 1999-2000 school year, Assistant OT's and PT's and all RN's will be paid a salary, as per the above, of \$8500 less than the Bachelor Step salary rate in the year in question. (The Assistant OT's and PT's will not advance a step on their schedules in 1999-2000.)

12. The Therapists, Assistant Therapists and School Nurse salary schedule is attached hereto and identified as Appendix A.1.
13. The agreement will be modified where appropriate to reflect the "Employees Retirement System" as it applies to these new bargaining unit positions.

APPENDIX A
Teacher Salary Schedule
Bachelor's 2007-2008

2007-08 Salary Schedule + 3.75												
ATA 10/22/07												
STEP/Level	B-1	B-2	B-3	B-4	B-5	B-6	B-7	B-8	B-9	B-10	B-11	B-12
1	34,964	35,114	35,264	35,414	35,564	35,714	35,839	35,964	36,089	36,214	36,339	36,464
2	35,831	35,981	36,131	36,281	36,431	36,581	36,706	36,831	36,956	37,081	37,206	37,331
3	36,689	36,839	36,989	37,139	37,289	37,439	37,564	37,689	37,814	37,939	38,064	38,189
4	37,559	37,709	37,859	38,009	38,159	38,309	38,434	38,559	38,684	38,809	38,934	39,059
5	38,437	38,587	38,737	38,887	39,037	39,187	39,312	39,437	39,562	39,687	39,812	39,937
6	39,456	39,606	39,756	39,906	40,056	40,206	40,331	40,456	40,581	40,706	40,831	40,956
7	40,738	40,888	41,038	41,188	41,338	41,488	41,613	41,738	41,863	41,988	42,113	42,238
8	41,995	42,145	42,295	42,445	42,595	42,745	42,870	42,995	43,120	43,245	43,370	43,495
9	43,262	43,412	43,562	43,712	43,862	44,012	44,137	44,262	44,387	44,512	44,637	44,762
10	44,415	44,565	44,715	44,865	45,015	45,165	45,290	45,415	45,540	45,665	45,790	45,915
11	45,607	45,757	45,907	46,057	46,207	46,357	46,482	46,607	46,732	46,857	46,982	47,107
12	46,920	47,070	47,220	47,370	47,520	47,670	47,795	47,920	48,045	48,170	48,295	48,420
13	48,018	48,168	48,318	48,468	48,618	48,768	48,893	49,018	49,143	49,268	49,393	49,518
14	49,088	49,238	49,388	49,538	49,688	49,838	49,963	50,088	50,213	50,338	50,463	50,588
15	50,260	50,410	50,560	50,710	50,860	51,010	51,135	51,260	51,385	51,510	51,635	51,760
16	51,413	51,563	51,713	51,863	52,013	52,163	52,288	52,413	52,538	52,663	52,788	52,913
17	52,589	52,739	52,889	53,039	53,189	53,339	53,464	53,589	53,714	53,839	53,964	54,089
18	53,752	53,902	54,052	54,202	54,352	54,502	54,627	54,752	54,877	55,002	55,127	55,252
19	54,989	55,139	55,289	55,439	55,589	55,739	55,864	55,989	56,114	56,239	56,364	56,489
20	56,917	57,067	57,217	57,367	57,517	57,667	57,792	57,917	58,042	58,167	58,292	58,417
21	59,362	59,512	59,662	59,812	59,962	60,112	60,237	60,362	60,487	60,612	60,737	60,862
22	61,713	61,863	62,013	62,163	62,313	62,463	62,588	62,713	62,838	62,963	63,088	63,213
23	62,903	63,053	63,203	63,353	63,503	63,653	63,778	63,903	64,028	64,153	64,278	64,403
24	64,660	64,810	64,960	65,110	65,260	65,410	65,535	65,660	65,785	65,910	66,035	66,160
25	66,725	66,875	67,025	67,175	67,325	67,475	67,600	67,725	67,850	67,975	68,100	68,225
26	69,119	69,269	69,419	69,569	69,719	69,869	69,994	70,119	70,244	70,369	70,494	70,619

APPENDIX A
Teacher Salary Schedule
Master's 2007-2008

2007-08 Salary Schedule + 3.75												
ATA 10/22/07												
STEP/Level	M-1	M-2	M-3	M-4	M-5	M-6	M-7	M-8	M-9	M-10	M-11	M-12
1	36,779	36,959	37,139	37,319	37,499	37,679	37,829	37,979	38,129	38,279	38,429	38,579
2	37,677	37,857	38,037	38,217	38,397	38,577	38,727	38,877	39,027	39,177	39,327	39,477
3	38,503	38,683	38,863	39,043	39,223	39,403	39,553	39,703	39,853	40,003	40,153	40,303
4	39,357	39,537	39,717	39,897	40,077	40,257	40,407	40,557	40,707	40,857	41,007	41,157
5	40,196	40,376	40,556	40,736	40,916	41,096	41,246	41,396	41,546	41,696	41,846	41,996
6	41,204	41,384	41,564	41,744	41,924	42,104	42,254	42,404	42,554	42,704	42,854	43,004
7	42,470	42,650	42,830	43,010	43,190	43,370	43,520	43,670	43,820	43,970	44,120	44,270
8	43,717	43,897	44,077	44,257	44,437	44,617	44,767	44,917	45,067	45,217	45,367	45,517
9	44,908	45,088	45,268	45,448	45,628	45,808	45,958	46,108	46,258	46,408	46,558	46,708
10	46,132	46,312	46,492	46,672	46,852	47,032	47,182	47,332	47,482	47,632	47,782	47,932
11	47,360	47,540	47,720	47,900	48,080	48,260	48,410	48,560	48,710	48,860	49,010	49,160
12	48,678	48,858	49,038	49,218	49,398	49,578	49,728	49,878	50,028	50,178	50,328	50,478
13	49,825	50,005	50,185	50,365	50,545	50,725	50,875	51,025	51,175	51,325	51,475	51,625
14	50,923	51,103	51,283	51,463	51,643	51,823	51,973	52,123	52,273	52,423	52,573	52,723
15	52,131	52,311	52,491	52,671	52,851	53,031	53,181	53,331	53,481	53,631	53,781	53,931
16	53,345	53,525	53,705	53,885	54,065	54,245	54,395	54,545	54,695	54,845	54,995	55,145
17	54,492	54,672	54,852	55,032	55,212	55,392	55,542	55,692	55,842	55,992	56,142	56,292
18	55,661	55,841	56,021	56,201	56,381	56,561	56,711	56,861	57,011	57,161	57,311	57,461
19	56,925	57,105	57,285	57,465	57,645	57,825	57,975	58,125	58,275	58,425	58,575	58,725
20	58,977	59,157	59,337	59,517	59,697	59,877	60,027	60,177	60,327	60,477	60,627	60,777
21	61,418	61,598	61,778	61,958	62,138	62,318	62,468	62,618	62,768	62,918	63,068	63,218
22	63,760	63,940	64,120	64,300	64,480	64,660	64,810	64,960	65,110	65,260	65,410	65,560
23	65,092	65,272	65,452	65,632	65,812	65,992	66,142	66,292	66,442	66,592	66,742	66,892
24	67,123	67,303	67,483	67,663	67,843	68,023	68,173	68,323	68,473	68,623	68,773	68,923
25	69,599	69,779	69,959	70,139	70,319	70,499	70,649	70,799	70,949	71,099	71,249	71,399
26	72,579	72,759	72,939	73,119	73,299	73,479	73,629	73,779	73,929	74,079	74,229	74,379

APPENDIX A
Teacher Salary Schedule
Bachelor's 2008-2009

2008-09 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	B-1	B-2	B-3	B-4	B-5	B-6	B-7	B-8	B-9	B-10	B-11	B-12
1	36,363	36,513	36,663	36,813	36,963	37,113	37,238	37,363	37,488	37,613	37,738	37,863
2	37,264	37,414	37,564	37,714	37,864	38,014	38,139	38,264	38,389	38,514	38,639	38,764
3	38,157	38,307	38,457	38,607	38,757	38,907	39,032	39,157	39,282	39,407	39,532	39,657
4	39,061	39,211	39,361	39,511	39,661	39,811	39,936	40,061	40,186	40,311	40,436	40,561
5	39,974	40,124	40,274	40,424	40,574	40,724	40,849	40,974	41,099	41,224	41,349	41,474
6	41,034	41,184	41,334	41,484	41,634	41,784	41,909	42,034	42,159	42,284	42,409	42,534
7	42,367	42,517	42,667	42,817	42,967	43,117	43,242	43,367	43,492	43,617	43,742	43,867
8	43,674	43,824	43,974	44,124	44,274	44,424	44,549	44,674	44,799	44,924	45,049	45,174
9	44,992	45,142	45,292	45,442	45,592	45,742	45,867	45,992	46,117	46,242	46,367	46,492
10	46,192	46,342	46,492	46,642	46,792	46,942	47,067	47,192	47,317	47,442	47,567	47,692
11	47,431	47,581	47,731	47,881	48,031	48,181	48,306	48,431	48,556	48,681	48,806	48,931
12	48,797	48,947	49,097	49,247	49,397	49,547	49,672	49,797	49,922	50,047	50,172	50,297
13	49,939	50,089	50,239	50,389	50,539	50,689	50,814	50,939	51,064	51,189	51,314	51,439
14	51,052	51,202	51,352	51,502	51,652	51,802	51,927	52,052	52,177	52,302	52,427	52,552
15	52,270	52,420	52,570	52,720	52,870	53,020	53,145	53,270	53,395	53,520	53,645	53,770
16	53,470	53,620	53,770	53,920	54,070	54,220	54,345	54,470	54,595	54,720	54,845	54,970
17	54,693	54,843	54,993	55,143	55,293	55,443	55,568	55,693	55,818	55,943	56,068	56,193
18	55,902	56,052	56,202	56,352	56,502	56,652	56,777	56,902	57,027	57,152	57,277	57,402
19	57,189	57,339	57,489	57,639	57,789	57,939	58,064	58,189	58,314	58,439	58,564	58,689
20	59,194	59,344	59,494	59,644	59,794	59,944	60,069	60,194	60,319	60,444	60,569	60,694
21	61,736	61,886	62,036	62,186	62,336	62,486	62,611	62,736	62,861	62,986	63,111	63,236
22	64,182	64,332	64,482	64,632	64,782	64,932	65,057	65,182	65,307	65,432	65,557	65,682
23	65,419	65,569	65,719	65,869	66,019	66,169	66,294	66,419	66,544	66,669	66,794	66,919
24	67,246	67,396	67,546	67,696	67,846	67,996	68,121	68,246	68,371	68,496	68,621	68,746
25	69,394	69,544	69,694	69,844	69,994	70,144	70,269	70,394	70,519	70,644	70,769	70,894
26	71,884	72,034	72,184	72,334	72,484	72,634	72,759	72,884	73,009	73,134	73,259	73,384

APPENDIX A
Teacher Salary Schedule
Master's 2008-2009

2008-09 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	M-1	M-2	M-3	M-4	M-5	M-6	M-7	M-8	M-9	M-10	M-11	M-12
1	38,250	38,430	38,610	38,790	38,970	39,150	39,300	39,450	39,600	39,750	39,900	40,050
2	39,184	39,364	39,544	39,724	39,904	40,084	40,234	40,384	40,534	40,684	40,834	40,984
3	40,043	40,223	40,403	40,583	40,763	40,943	41,093	41,243	41,393	41,543	41,693	41,843
4	40,931	41,111	41,291	41,471	41,651	41,831	41,981	42,131	42,281	42,431	42,581	42,731
5	41,804	41,984	42,164	42,344	42,524	42,704	42,854	43,004	43,154	43,304	43,454	43,604
6	42,852	43,032	43,212	43,392	43,572	43,752	43,902	44,052	44,202	44,352	44,502	44,652
7	44,169	44,349	44,529	44,709	44,889	45,069	45,219	45,369	45,519	45,669	45,819	45,969
8	45,466	45,646	45,826	46,006	46,186	46,366	46,516	46,666	46,816	46,966	47,116	47,266
9	46,704	46,884	47,064	47,244	47,424	47,604	47,754	47,904	48,054	48,204	48,354	48,504
10	47,977	48,157	48,337	48,517	48,697	48,877	49,027	49,177	49,327	49,477	49,627	49,777
11	49,254	49,434	49,614	49,794	49,974	50,154	50,304	50,454	50,604	50,754	50,904	51,054
12	50,625	50,805	50,985	51,165	51,345	51,525	51,675	51,825	51,975	52,125	52,275	52,425
13	51,818	51,998	52,178	52,358	52,538	52,718	52,868	53,018	53,168	53,318	53,468	53,618
14	52,960	53,140	53,320	53,500	53,680	53,860	54,010	54,160	54,310	54,460	54,610	54,760
15	54,216	54,396	54,576	54,756	54,936	55,116	55,266	55,416	55,566	55,716	55,866	56,016
16	55,479	55,659	55,839	56,019	56,199	56,379	56,529	56,679	56,829	56,979	57,129	57,279
17	56,672	56,852	57,032	57,212	57,392	57,572	57,722	57,872	58,022	58,172	58,322	58,472
18	57,887	58,067	58,247	58,427	58,607	58,787	58,937	59,087	59,237	59,387	59,537	59,687
19	59,202	59,382	59,562	59,742	59,922	60,102	60,252	60,402	60,552	60,702	60,852	61,002
20	61,336	61,516	61,696	61,876	62,056	62,236	62,386	62,536	62,686	62,836	62,986	63,136
21	63,875	64,055	64,235	64,415	64,595	64,775	64,925	65,075	65,225	65,375	65,525	65,675
22	66,310	66,490	66,670	66,850	67,030	67,210	67,360	67,510	67,660	67,810	67,960	68,110
23	67,696	67,876	68,056	68,236	68,416	68,596	68,746	68,896	69,046	69,196	69,346	69,496
24	69,808	69,988	70,168	70,348	70,528	70,708	70,858	71,008	71,158	71,308	71,458	71,608
25	72,383	72,563	72,743	72,923	73,103	73,283	73,433	73,583	73,733	73,883	74,033	74,183
26	75,482	75,662	75,842	76,022	76,202	76,382	76,532	76,682	76,832	76,982	77,132	77,282

APPENDIX A
Teacher Salary Schedule
Bachelor's 2009-2010

2009-10 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	B-1	B-2	B-3	B-4	B-5	B-6	B-7	B-8	B-9	B-10	B-11	B-12
1	37,818	37,968	38,118	38,268	38,418	38,568	38,693	38,818	38,943	39,068	39,193	39,318
2	38,755	38,905	39,055	39,205	39,355	39,505	39,630	39,755	39,880	40,005	40,130	40,255
3	39,683	39,833	39,983	40,133	40,283	40,433	40,558	40,683	40,808	40,933	41,058	41,183
4	40,623	40,773	40,923	41,073	41,223	41,373	41,498	41,623	41,748	41,873	41,998	42,123
5	41,573	41,723	41,873	42,023	42,173	42,323	42,448	42,573	42,698	42,823	42,948	43,073
6	42,675	42,825	42,975	43,125	43,275	43,425	43,550	43,675	43,800	43,925	44,050	44,175
7	44,062	44,212	44,362	44,512	44,662	44,812	44,937	45,062	45,187	45,312	45,437	45,562
8	45,421	45,571	45,721	45,871	46,021	46,171	46,296	46,421	46,546	46,671	46,796	46,921
9	46,792	46,942	47,092	47,242	47,392	47,542	47,667	47,792	47,917	48,042	48,167	48,292
10	48,040	48,190	48,340	48,490	48,640	48,790	48,915	49,040	49,165	49,290	49,415	49,540
11	49,328	49,478	49,628	49,778	49,928	50,078	50,203	50,328	50,453	50,578	50,703	50,828
12	50,749	50,899	51,049	51,199	51,349	51,499	51,624	51,749	51,874	51,999	52,124	52,249
13	51,937	52,087	52,237	52,387	52,537	52,687	52,812	52,937	53,062	53,187	53,312	53,437
14	53,094	53,244	53,394	53,544	53,694	53,844	53,969	54,094	54,219	54,344	54,469	54,594
15	54,361	54,511	54,661	54,811	54,961	55,111	55,236	55,361	55,486	55,611	55,736	55,861
16	55,609	55,759	55,909	56,059	56,209	56,359	56,484	56,609	56,734	56,859	56,984	57,109
17	56,881	57,031	57,181	57,331	57,481	57,631	57,756	57,881	58,006	58,131	58,256	58,381
18	58,138	58,288	58,438	58,588	58,738	58,888	59,013	59,138	59,263	59,388	59,513	59,638
19	59,477	59,627	59,777	59,927	60,077	60,227	60,352	60,477	60,602	60,727	60,852	60,977
20	61,562	61,712	61,862	62,012	62,162	62,312	62,437	62,562	62,687	62,812	62,937	63,062
21	64,205	64,355	64,505	64,655	64,805	64,955	65,080	65,205	65,330	65,455	65,580	65,705
22	66,749	66,899	67,049	67,199	67,349	67,499	67,624	67,749	67,874	67,999	68,124	68,249
23	68,036	68,186	68,336	68,486	68,636	68,786	68,911	69,036	69,161	69,286	69,411	69,536
24	69,936	70,086	70,236	70,386	70,536	70,686	70,811	70,936	71,061	71,186	71,311	71,436
25	72,170	72,320	72,470	72,620	72,770	72,920	73,045	73,170	73,295	73,420	73,545	73,670
26	74,759	74,909	75,059	75,209	75,359	75,509	75,634	75,759	75,884	76,009	76,134	76,259

APPENDIX A
Teacher Salary Schedule
Master's 2009-2010

2009-10 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	M-1	M-2	M-3	M-4	M-5	M-6	M-7	M-8	M-9	M-10	M-11	M-12
1	39,780	39,960	40,140	40,320	40,500	40,680	40,830	40,980	41,130	41,280	41,430	41,580
2	40,751	40,931	41,111	41,291	41,471	41,651	41,801	41,951	42,101	42,251	42,401	42,551
3	41,645	41,825	42,005	42,185	42,365	42,545	42,695	42,845	42,995	43,145	43,295	43,445
4	42,568	42,748	42,928	43,108	43,288	43,468	43,618	43,768	43,918	44,068	44,218	44,368
5	43,476	43,656	43,836	44,016	44,196	44,376	44,526	44,676	44,826	44,976	45,126	45,276
6	44,566	44,746	44,926	45,106	45,286	45,466	45,616	45,766	45,916	46,066	46,216	46,366
7	45,936	46,116	46,296	46,476	46,656	46,836	46,986	47,136	47,286	47,436	47,586	47,736
8	47,285	47,465	47,645	47,825	48,005	48,185	48,335	48,485	48,635	48,785	48,935	49,085
9	48,572	48,752	48,932	49,112	49,292	49,472	49,622	49,772	49,922	50,072	50,222	50,372
10	49,896	50,076	50,256	50,436	50,616	50,796	50,946	51,096	51,246	51,396	51,546	51,696
11	51,224	51,404	51,584	51,764	51,944	52,124	52,274	52,424	52,574	52,724	52,874	53,024
12	52,650	52,830	53,010	53,190	53,370	53,550	53,700	53,850	54,000	54,150	54,300	54,450
13	53,891	54,071	54,251	54,431	54,611	54,791	54,941	55,091	55,241	55,391	55,541	55,691
14	55,078	55,258	55,438	55,618	55,798	55,978	56,128	56,278	56,428	56,578	56,728	56,878
15	56,385	56,565	56,745	56,925	57,105	57,285	57,435	57,585	57,735	57,885	58,035	58,185
16	57,698	57,878	58,058	58,238	58,418	58,598	58,748	58,898	59,048	59,198	59,348	59,498
17	58,939	59,119	59,299	59,479	59,659	59,839	59,989	60,139	60,289	60,439	60,589	60,739
18	60,202	60,382	60,562	60,742	60,922	61,102	61,252	61,402	61,552	61,702	61,852	62,002
19	61,570	61,750	61,930	62,110	62,290	62,470	62,620	62,770	62,920	63,070	63,220	63,370
20	63,789	63,969	64,149	64,329	64,509	64,689	64,839	64,989	65,139	65,289	65,439	65,589
21	66,430	66,610	66,790	66,970	67,150	67,330	67,480	67,630	67,780	67,930	68,080	68,230
22	68,962	69,142	69,322	69,502	69,682	69,862	70,012	70,162	70,312	70,462	70,612	70,762
23	70,404	70,584	70,764	70,944	71,124	71,304	71,454	71,604	71,754	71,904	72,054	72,204
24	72,600	72,780	72,960	73,140	73,320	73,500	73,650	73,800	73,950	74,100	74,250	74,400
25	75,278	75,458	75,638	75,818	75,998	76,178	76,328	76,478	76,628	76,778	76,928	77,078
26	78,501	78,681	78,861	79,041	79,221	79,401	79,551	79,701	79,851	80,001	80,151	80,301

APPENDIX A
Teacher Salary Schedule
Bachelor's 2010-2011

2010-11 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	B-1	B-2	B-3	B-4	B-5	B-6	B-7	B-8	B-9	B-10	B-11	B-12
1	39,330	39,480	39,630	39,780	39,930	40,080	40,205	40,330	40,455	40,580	40,705	40,830
2	40,305	40,455	40,605	40,755	40,905	41,055	41,180	41,305	41,430	41,555	41,680	41,805
3	41,271	41,421	41,571	41,721	41,871	42,021	42,146	42,271	42,396	42,521	42,646	42,771
4	42,248	42,398	42,548	42,698	42,848	42,998	43,123	43,248	43,373	43,498	43,623	43,748
5	43,236	43,386	43,536	43,686	43,836	43,986	44,111	44,236	44,361	44,486	44,611	44,736
6	44,382	44,532	44,682	44,832	44,982	45,132	45,257	45,382	45,507	45,632	45,757	45,882
7	45,824	45,974	46,124	46,274	46,424	46,574	46,699	46,824	46,949	47,074	47,199	47,324
8	47,238	47,388	47,538	47,688	47,838	47,988	48,113	48,238	48,363	48,488	48,613	48,738
9	48,663	48,813	48,963	49,113	49,263	49,413	49,538	49,663	49,788	49,913	50,038	50,163
10	49,961	50,111	50,261	50,411	50,561	50,711	50,836	50,961	51,086	51,211	51,336	51,461
11	51,301	51,451	51,601	51,751	51,901	52,051	52,176	52,301	52,426	52,551	52,676	52,801
12	52,779	52,929	53,079	53,229	53,379	53,529	53,654	53,779	53,904	54,029	54,154	54,279
13	54,014	54,164	54,314	54,464	54,614	54,764	54,889	55,014	55,139	55,264	55,389	55,514
14	55,218	55,368	55,518	55,668	55,818	55,968	56,093	56,218	56,343	56,468	56,593	56,718
15	56,535	56,685	56,835	56,985	57,135	57,285	57,410	57,535	57,660	57,785	57,910	58,035
16	57,833	57,983	58,133	58,283	58,433	58,583	58,708	58,833	58,958	59,083	59,208	59,333
17	59,156	59,306	59,456	59,606	59,756	59,906	60,031	60,156	60,281	60,406	60,531	60,656
18	60,464	60,614	60,764	60,914	61,064	61,214	61,339	61,464	61,589	61,714	61,839	61,964
19	61,856	62,006	62,156	62,306	62,456	62,606	62,731	62,856	62,981	63,106	63,231	63,356
20	64,024	64,174	64,324	64,474	64,624	64,774	64,899	65,024	65,149	65,274	65,399	65,524
21	66,774	66,924	67,074	67,224	67,374	67,524	67,649	67,774	67,899	68,024	68,149	68,274
22	69,419	69,569	69,719	69,869	70,019	70,169	70,294	70,419	70,544	70,669	70,794	70,919
23	70,757	70,907	71,057	71,207	71,357	71,507	71,632	71,757	71,882	72,007	72,132	72,257
24	72,733	72,883	73,033	73,183	73,333	73,483	73,608	73,733	73,858	73,983	74,108	74,233
25	75,057	75,207	75,357	75,507	75,657	75,807	75,932	76,057	76,182	76,307	76,432	76,557
26	77,750	77,900	78,050	78,200	78,350	78,500	78,625	78,750	78,875	79,000	79,125	79,250

APPENDIX A
Teacher Salary Schedule
Master's 2010-2011

2010-11 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	M-1	M-2	M-3	M-4	M-5	M-6	M-7	M-8	M-9	M-10	M-11	M-12
1	41,371	41,551	41,731	41,911	42,091	42,271	42,421	42,571	42,721	42,871	43,021	43,171
2	42,381	42,561	42,741	42,921	43,101	43,281	43,431	43,581	43,731	43,881	44,031	44,181
3	43,311	43,491	43,671	43,851	44,031	44,211	44,361	44,511	44,661	44,811	44,961	45,111
4	44,271	44,451	44,631	44,811	44,991	45,171	45,321	45,471	45,621	45,771	45,921	46,071
5	45,215	45,395	45,575	45,755	45,935	46,115	46,265	46,415	46,565	46,715	46,865	47,015
6	46,349	46,529	46,709	46,889	47,069	47,249	47,399	47,549	47,699	47,849	47,999	48,149
7	47,773	47,953	48,133	48,313	48,493	48,673	48,823	48,973	49,123	49,273	49,423	49,573
8	49,176	49,356	49,536	49,716	49,896	50,076	50,226	50,376	50,526	50,676	50,826	50,976
9	50,515	50,695	50,875	51,055	51,235	51,415	51,565	51,715	51,865	52,015	52,165	52,315
10	51,892	52,072	52,252	52,432	52,612	52,792	52,942	53,092	53,242	53,392	53,542	53,692
11	53,273	53,453	53,633	53,813	53,993	54,173	54,323	54,473	54,623	54,773	54,923	55,073
12	54,756	54,936	55,116	55,296	55,476	55,656	55,806	55,956	56,106	56,256	56,406	56,556
13	56,046	56,226	56,406	56,586	56,766	56,946	57,096	57,246	57,396	57,546	57,696	57,846
14	57,282	57,462	57,642	57,822	58,002	58,182	58,332	58,482	58,632	58,782	58,932	59,082
15	58,640	58,820	59,000	59,180	59,360	59,540	59,690	59,840	59,990	60,140	60,290	60,440
16	60,006	60,186	60,366	60,546	60,726	60,906	61,056	61,206	61,356	61,506	61,656	61,806
17	61,296	61,476	61,656	61,836	62,016	62,196	62,346	62,496	62,646	62,796	62,946	63,096
18	62,611	62,791	62,971	63,151	63,331	63,511	63,661	63,811	63,961	64,111	64,261	64,411
19	64,033	64,213	64,393	64,573	64,753	64,933	65,083	65,233	65,383	65,533	65,683	65,833
20	66,341	66,521	66,701	66,881	67,061	67,241	67,391	67,541	67,691	67,841	67,991	68,141
21	69,087	69,267	69,447	69,627	69,807	69,987	70,137	70,287	70,437	70,587	70,737	70,887
22	71,721	71,901	72,081	72,261	72,441	72,621	72,771	72,921	73,071	73,221	73,371	73,521
23	73,220	73,400	73,580	73,760	73,940	74,120	74,270	74,420	74,570	74,720	74,870	75,020
24	75,504	75,684	75,864	76,044	76,224	76,404	76,554	76,704	76,854	77,004	77,154	77,304
25	78,289	78,469	78,649	78,829	79,009	79,189	79,339	79,489	79,639	79,789	79,939	80,089
26	81,641	81,821	82,001	82,181	82,361	82,541	82,691	82,841	82,991	83,141	83,291	83,441

APPENDIX A
Teacher Salary Schedule
Bachelor's 2011-2012

2011-12 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	B-1	B-2	B-3	B-4	B-5	B-6	B-7	B-8	B-9	B-10	B-11	B-12
1	40,903	41,053	41,203	41,353	41,503	41,653	41,778	41,903	42,028	42,153	42,278	42,403
2	41,917	42,067	42,217	42,367	42,517	42,667	42,792	42,917	43,042	43,167	43,292	43,417
3	42,921	43,071	43,221	43,371	43,521	43,671	43,796	43,921	44,046	44,171	44,296	44,421
4	43,938	44,088	44,238	44,388	44,538	44,688	44,813	44,938	45,063	45,188	45,313	45,438
5	44,965	45,115	45,265	45,415	45,565	45,715	45,840	45,965	46,090	46,215	46,340	46,465
6	46,158	46,308	46,458	46,608	46,758	46,908	47,033	47,158	47,283	47,408	47,533	47,658
7	47,657	47,807	47,957	48,107	48,257	48,407	48,532	48,657	48,782	48,907	49,032	49,157
8	49,127	49,277	49,427	49,577	49,727	49,877	50,002	50,127	50,252	50,377	50,502	50,627
9	50,610	50,760	50,910	51,060	51,210	51,360	51,485	51,610	51,735	51,860	51,985	52,110
10	51,960	52,110	52,260	52,410	52,560	52,710	52,835	52,960	53,085	53,210	53,335	53,460
11	53,353	53,503	53,653	53,803	53,953	54,103	54,228	54,353	54,478	54,603	54,728	54,853
12	54,890	55,040	55,190	55,340	55,490	55,640	55,765	55,890	56,015	56,140	56,265	56,390
13	56,175	56,325	56,475	56,625	56,775	56,925	57,050	57,175	57,300	57,425	57,550	57,675
14	57,427	57,577	57,727	57,877	58,027	58,177	58,302	58,427	58,552	58,677	58,802	58,927
15	58,797	58,947	59,097	59,247	59,397	59,547	59,672	59,797	59,922	60,047	60,172	60,297
16	60,146	60,296	60,446	60,596	60,746	60,896	61,021	61,146	61,271	61,396	61,521	61,646
17	61,522	61,672	61,822	61,972	62,122	62,272	62,397	62,522	62,647	62,772	62,897	63,022
18	62,882	63,032	63,182	63,332	63,482	63,632	63,757	63,882	64,007	64,132	64,257	64,382
19	64,330	64,480	64,630	64,780	64,930	65,080	65,205	65,330	65,455	65,580	65,705	65,830
20	66,585	66,735	66,885	67,035	67,185	67,335	67,460	67,585	67,710	67,835	67,960	68,085
21	69,445	69,595	69,745	69,895	70,045	70,195	70,320	70,445	70,570	70,695	70,820	70,945
22	72,196	72,346	72,496	72,646	72,796	72,946	73,071	73,196	73,321	73,446	73,571	73,696
23	73,587	73,737	73,887	74,037	74,187	74,337	74,462	74,587	74,712	74,837	74,962	75,087
24	75,643	75,793	75,943	76,093	76,243	76,393	76,518	76,643	76,768	76,893	77,018	77,143
25	78,059	78,209	78,359	78,509	78,659	78,809	78,934	79,059	79,184	79,309	79,434	79,559
26	80,860	81,010	81,160	81,310	81,460	81,610	81,735	81,860	81,985	82,110	82,235	82,360

APPENDIX A
Teacher Salary Schedule
Master's 2011-2012

2011-12 Salary Schedule + 4.00												
ATA 09/27/07												
STEP/Level	M-1	M-2	M-3	M-4	M-5	M-6	M-7	M-8	M-9	M-10	M-11	M-12
1	43,026	43,206	43,386	43,566	43,746	43,926	44,076	44,226	44,376	44,526	44,676	44,826
2	44,077	44,257	44,437	44,617	44,797	44,977	45,127	45,277	45,427	45,577	45,727	45,877
3	45,043	45,223	45,403	45,583	45,763	45,943	46,093	46,243	46,393	46,543	46,693	46,843
4	46,042	46,222	46,402	46,582	46,762	46,942	47,092	47,242	47,392	47,542	47,692	47,842
5	47,024	47,204	47,384	47,564	47,744	47,924	48,074	48,224	48,374	48,524	48,674	48,824
6	48,203	48,383	48,563	48,743	48,923	49,103	49,253	49,403	49,553	49,703	49,853	50,003
7	49,684	49,864	50,044	50,224	50,404	50,584	50,734	50,884	51,034	51,184	51,334	51,484
8	51,143	51,323	51,503	51,683	51,863	52,043	52,193	52,343	52,493	52,643	52,793	52,943
9	52,536	52,716	52,896	53,076	53,256	53,436	53,586	53,736	53,886	54,036	54,186	54,336
10	53,968	54,148	54,328	54,508	54,688	54,868	55,018	55,168	55,318	55,468	55,618	55,768
11	55,404	55,584	55,764	55,944	56,124	56,304	56,454	56,604	56,754	56,904	57,054	57,204
12	56,946	57,126	57,306	57,486	57,666	57,846	57,996	58,146	58,296	58,446	58,596	58,746
13	58,288	58,468	58,648	58,828	59,008	59,188	59,338	59,488	59,638	59,788	59,938	60,088
14	59,573	59,753	59,933	60,113	60,293	60,473	60,623	60,773	60,923	61,073	61,223	61,373
15	60,986	61,166	61,346	61,526	61,706	61,886	62,036	62,186	62,336	62,486	62,636	62,786
16	62,406	62,586	62,766	62,946	63,126	63,306	63,456	63,606	63,756	63,906	64,056	64,206
17	63,748	63,928	64,108	64,288	64,468	64,648	64,798	64,948	65,098	65,248	65,398	65,548
18	65,115	65,295	65,475	65,655	65,835	66,015	66,165	66,315	66,465	66,615	66,765	66,915
19	66,594	66,774	66,954	67,134	67,314	67,494	67,644	67,794	67,944	68,094	68,244	68,394
20	68,995	69,175	69,355	69,535	69,715	69,895	70,045	70,195	70,345	70,495	70,645	70,795
21	71,851	72,031	72,211	72,391	72,571	72,751	72,901	73,051	73,201	73,351	73,501	73,651
22	74,590	74,770	74,950	75,130	75,310	75,490	75,640	75,790	75,940	76,090	76,240	76,390
23	76,149	76,329	76,509	76,689	76,869	77,049	77,199	77,349	77,499	77,649	77,799	77,949
24	78,525	78,705	78,885	79,065	79,245	79,425	79,575	79,725	79,875	80,025	80,175	80,325
25	81,421	81,601	81,781	81,961	82,141	82,321	82,471	82,621	82,771	82,921	83,071	83,221
26	84,907	85,087	85,267	85,447	85,627	85,807	85,957	86,107	86,257	86,407	86,557	86,707

APPENDIX A

- A. Add \$22 per credit in six (6) hour blocks for BA to BA + 30.
- B. Add \$22 per credit in five (5) hour blocks for BA + 35 to BA + 60.
- C. School year 1984-85, add \$25.00 per credit in six (6) hour blocks for MA to MA + 30.
Effective July 1, 1986, add \$28.00 per credit in six (6) hour blocks for MA to MA + 30.
- D. School year 1984-85, add \$25.00 per credit in five (5) hour blocks for MA + 35 to MA + 60.
Effective July 1, 1986, add \$28.00 per credit in six (6) hour blocks for MA to MA + 30.
- E. Effective July 1, 1988, add \$25.00 per credit in six (6) hour blocks for BA to BA + 30.
Effective July 1, 1988, add \$25.00 per credit in five (5) hour blocks for BA + 35 to BA + 60.
- F. Effective July 1, 1988, add \$30.00 in six (6) hour blocks for MA to MA + 30.
Effective July 1, 1988, add \$30.00 per credit in five (5) hour blocks for MA + 35 to MA + 60.
- G. Payment for additional degrees and/or credits shall be prorated beginning with the first pay period in November, provided that notification has been received by the Personnel Office prior to October 15 of any school year.
- H. Only those graduate or in-service course credits having the prior approval of the Superintendent will be guaranteed for payment on the salary schedule.
- I. Any teacher obtaining an earned Master's degree shall be eligible for an additional one-time payment of \$500, for one year for one Master's degree only.
- J. Prior Education Experience and Longevity
Effective July 1, 1972, any teacher who had been on Step 11 or top step of the District's BA schedule for eight (8) years or more, or on Step 13 or top step of the District's Master's schedule for six (6) years or more, will be considered to have qualified for the Step 16 longevity increment and salary provided therefore in the new schedule.

APPENDIX A-1

THERAPIST, ASSISTANTS AND NURSE'S SALARY SCHEDULE 2007-2008

2007-2008 STEP	BA	MA	DR	OT/PT BA	OT/PT MA	RN/OTA/PTA
1	34,963.75	36,779.38	38,819.38	34,963.75	36,779.38	26,463.75
2	35,831.10	37,676.81	39,716.81	35,831.10	37,676.81	27,331.10
3	36,689.11	38,502.66	40,542.66	36,689.11	38,502.66	28,189.11
4	37,558.54	39,356.53	41,396.53	37,558.54	39,356.53	29,058.54
5	38,437.30	40,195.86	42,235.86	38,437.30	40,195.86	29,937.30
6	39,456.13	41,204.31	43,244.31	39,456.13	41,204.31	30,956.13
7	40,738.48	42,470.06	44,510.06	40,738.48	42,470.06	32,238.48
8	41,994.89	43,717.14	45,757.14	41,994.89	43,717.14	33,494.89
9	43,261.68	44,908.19	46,948.19	43,261.68	44,908.19	34,761.68
10	44,415.38	46,132.44	48,172.44	44,415.38	46,132.44	35,915.38
11	45,607.46	47,359.80	49,399.80	45,607.46	47,359.80	37,107.46
12	46,919.90	48,678.46	50,718.46	46,919.90	48,678.46	38,419.90
13	48,017.58	49,824.90	51,864.90	48,017.58	49,824.90	39,517.58
14	49,088.28	50,922.58	52,962.58	49,088.28	50,922.58	40,588.28
15	50,259.61	52,131.26	54,171.26	50,259.61	52,131.26	41,759.61
16	51,413.31	53,345.14	55,385.14	51,413.31	53,345.14	42,913.31
17	52,588.80	54,491.58	56,531.58	52,588.80	54,491.58	44,088.80
18	53,751.84	55,660.84	57,700.84	53,751.84	55,660.84	45,251.84
19	54,988.54	56,924.51	58,964.51	54,988.54	56,924.51	46,488.54
20	56,917.25	58,976.69	61,016.69	56,917.25	58,976.69	48,417.25
21	59,361.60	61,417.93	63,457.93	59,361.60	61,417.93	50,861.60
22	61,712.58	63,759.56	65,799.56	61,712.58	63,759.56	53,212.58
23	62,902.59	65,091.71	67,131.71	62,902.59	65,091.71	54,402.59
24	64,660.11	67,123.14	69,163.14	64,660.11	67,123.14	56,160.11
25	66,724.74	69,598.61	71,638.61	66,724.74	69,598.61	58,224.74
26	69,119.29	72,579.35	74,722.35	69,119.29	72,579.35	60,619.29

APPENDIX A-1

THERAPIST, ASSISTANTS AND NURSE'S SALARY SCHEDULE 2008-2009

2008-2009 STEP	BA	MA	DR	OT/PT BA	OT/PT MA	RN/OTA/PTA
1	36,362.30	38,250.55	40,290.55	36,362.30	38,250.55	27,862.30
2	37,264.34	39,183.89	41,223.89	37,264.34	39,183.89	28,764.34
3	38,156.68	40,042.77	42,082.77	38,156.68	40,042.77	29,656.68
4	39,060.88	40,930.79	42,970.79	39,060.88	40,930.79	30,560.88
5	39,974.79	41,803.70	43,843.70	39,974.79	41,803.70	31,474.79
6	41,034.37	42,852.49	44,892.49	41,034.37	42,852.49	32,534.37
7	42,368.01	44,168.87	46,208.87	42,368.01	44,168.87	33,868.01
8	43,674.68	45,465.82	47,505.82	43,674.68	45,465.82	35,174.68
9	44,992.14	46,704.52	48,744.52	44,992.14	46,704.52	36,492.14
10	46,191.99	47,977.74	50,017.74	46,191.99	47,977.74	37,691.99
11	47,431.76	49,254.19	51,294.19	47,431.76	49,254.19	38,931.76
12	48,796.70	50,625.60	52,665.60	48,796.70	50,625.60	40,296.70
13	49,938.28	51,817.90	53,857.90	49,938.28	51,817.90	41,438.28
14	51,051.81	52,959.48	54,999.48	51,051.81	52,959.48	42,551.81
15	52,270.00	54,216.51	56,256.51	52,270.00	54,216.51	43,770.00
16	53,469.85	55,478.94	57,518.94	53,469.85	55,478.94	44,969.85
17	54,692.35	56,671.24	58,711.24	54,692.35	56,671.24	46,192.35
18	55,901.91	57,887.27	59,927.27	55,901.91	57,887.27	47,401.91
19	57,188.08	59,201.49	61,241.49	57,188.08	59,201.49	48,688.08
20	59,193.94	61,335.76	63,375.76	59,193.94	61,335.76	50,693.94
21	61,736.06	63,874.64	65,914.64	61,736.06	63,874.64	53,236.06
22	64,181.08	66,309.95	68,349.95	64,181.08	66,309.95	55,681.08
23	65,418.69	67,695.38	69,735.38	65,418.69	67,695.38	56,918.69
24	67,246.52	69,808.06	71,848.06	67,246.52	69,808.06	58,746.52
25	69,393.73	72,382.56	74,422.56	69,393.73	72,382.56	60,893.73
26	71,884.06	75,482.52	77,625.52	71,884.06	75,482.52	63,384.06

APPENDIX A-1
THERAPIST, ASSISTANTS AND NURSE'S SALARY SCHEDULE
2009-2010

2009-2010 STEP	BA	MA	DR	OT/PT BA	OT/PT MA	RN/OTA/PTA
1	37,816.79	39,780.57	41,820.57	37,816.79	39,780.57	29,316.79
2	38,754.92	40,751.24	42,791.24	38,754.92	40,751.24	30,254.92
3	39,682.94	41,644.48	43,684.48	39,682.94	41,644.48	31,182.94
4	40,623.31	42,568.02	44,608.02	40,623.31	42,568.02	32,123.31
5	41,573.78	43,475.84	45,515.84	41,573.78	43,475.84	33,073.78
6	42,675.74	44,566.58	46,606.58	42,675.74	44,566.58	34,175.74
7	44,062.73	45,935.62	47,975.62	44,062.73	45,935.62	35,562.73
8	45,421.67	47,284.46	49,324.46	45,421.67	47,284.46	36,921.67
9	46,791.83	48,572.70	50,612.70	46,791.83	48,572.70	38,291.83
10	48,039.67	49,896.84	51,936.84	48,039.67	49,896.84	39,539.67
11	49,329.03	51,224.36	53,264.36	49,329.03	51,224.36	40,829.03
12	50,748.56	52,650.63	54,690.63	50,748.56	52,650.63	42,248.56
13	51,935.81	53,890.61	55,930.61	51,935.81	53,890.61	43,435.81
14	53,093.88	55,077.86	57,117.86	53,093.88	55,077.86	44,593.88
15	54,360.80	56,385.17	58,425.17	54,360.80	56,385.17	45,860.80
16	55,608.64	57,698.10	59,738.10	55,608.64	57,698.10	47,108.64
17	56,880.05	58,938.09	60,978.09	56,880.05	58,938.09	48,380.05
18	58,137.99	60,202.76	62,242.76	58,137.99	60,202.76	49,637.99
19	59,475.60	61,569.55	63,609.55	59,475.60	61,569.55	50,975.60
20	61,561.70	63,789.19	65,829.19	61,561.70	63,789.19	53,061.70
21	64,205.51	66,429.63	68,469.63	64,205.51	66,429.63	55,705.51
22	66,748.32	68,962.34	71,002.34	66,748.32	68,962.34	58,248.32
23	68,035.44	70,403.20	72,443.20	68,035.44	70,403.20	59,535.44
24	69,936.38	72,600.39	74,640.39	69,936.38	72,600.39	61,436.38
25	72,169.48	75,277.86	77,317.86	72,169.48	75,277.86	63,669.48
26	74,759.42	78,501.82	80,644.82	74,759.42	78,501.82	66,259.42

APPENDIX A-1
THERAPIST, ASSISTANTS AND NURSE'S SALARY SCHEDULE
2010-2011

2010-2011 STEP	BA	MA	DR	OT/PT BA	OT/PT MA	RN/OTA/PTA
1	39,329.46	41,371.79	43,411.79	39,329.46	41,371.79	30,829.46
2	40,305.11	42,381.29	44,421.29	40,305.11	42,381.29	31,805.11
3	41,270.26	43,310.26	45,350.26	41,270.26	43,310.26	32,770.26
4	42,248.25	44,270.74	46,310.74	42,248.25	44,270.74	33,748.25
5	43,236.74	45,214.88	47,254.88	43,236.74	45,214.88	34,736.74
6	44,382.77	46,349.25	48,389.25	44,382.77	46,349.25	35,882.77
7	45,825.24	47,773.04	49,813.04	45,825.24	47,773.04	37,325.24
8	47,238.54	49,175.83	51,215.83	47,238.54	49,175.83	38,738.54
9	48,663.50	50,515.60	52,555.60	48,663.50	50,515.60	40,163.50
10	49,961.26	51,892.72	53,932.72	49,961.26	51,892.72	41,461.26
11	51,302.19	53,273.33	55,313.33	51,302.19	53,273.33	42,802.19
12	52,778.51	54,756.65	56,796.65	52,778.51	54,756.65	44,278.51
13	54,013.24	56,046.24	58,086.24	54,013.24	56,046.24	45,513.24
14	55,217.63	57,280.97	59,320.97	55,217.63	57,280.97	46,717.63
15	56,535.23	58,640.58	60,680.58	56,535.23	58,640.58	48,035.23
16	57,832.98	60,006.02	62,046.02	57,832.98	60,006.02	49,332.98
17	59,155.25	61,295.61	63,335.61	59,155.25	61,295.61	50,655.25
18	60,463.51	62,610.87	64,650.87	60,463.51	62,610.87	51,963.51
19	61,854.63	64,032.33	66,072.33	61,854.63	64,032.33	53,354.63
20	64,024.17	66,340.75	68,380.75	64,024.17	66,340.75	55,524.17
21	66,773.73	69,086.81	71,126.81	66,773.73	69,086.81	58,273.73
22	69,418.25	71,720.84	73,760.84	69,418.25	71,720.84	60,918.25
23	70,756.86	73,219.32	75,259.32	70,756.86	73,219.32	62,256.86
24	72,733.83	75,504.40	77,544.40	72,733.83	75,504.40	64,233.83
25	75,056.26	78,288.97	80,328.97	75,056.26	78,288.97	66,556.26
26	77,749.80	81,641.90	83,784.90	77,749.80	81,641.90	69,249.80

APPENDIX A-1

THERAPIST, ASSISTANTS AND NURSE'S SALARY SCHEDULE 2011-2012

2011-2012 STEP	BA	MA	DR	OT/PT BA	OT/PT MA	RN/OTA/PTA
1	40,902.64	43,026.67	45,066.67	40,902.64	43,026.67	32,402.64
2	41,917.32	44,076.54	46,116.54	41,917.32	44,076.54	33,417.32
3	42,921.07	45,042.67	47,082.67	42,921.07	45,042.67	34,421.07
4	43,938.18	46,041.57	48,081.57	43,938.18	46,041.57	35,438.18
5	44,966.20	47,023.47	49,063.47	44,966.20	47,023.47	36,466.20
6	46,158.09	48,203.22	50,243.22	46,158.09	48,203.22	37,658.09
7	47,658.25	49,683.97	51,723.97	47,658.25	49,683.97	39,158.25
8	49,128.08	51,142.87	53,182.87	49,128.08	51,142.87	40,628.08
9	50,610.04	52,536.23	54,576.23	50,610.04	52,536.23	42,110.04
10	51,959.71	53,968.43	56,008.43	51,959.71	53,968.43	43,459.71
11	53,354.28	55,404.27	57,444.27	53,354.28	55,404.27	44,854.28
12	54,889.65	56,946.92	58,986.92	54,889.65	56,946.92	46,389.65
13	56,173.77	58,288.09	60,328.09	56,173.77	58,288.09	47,673.77
14	57,426.34	59,572.21	61,612.21	57,426.34	59,572.21	48,926.34
15	58,796.64	60,986.20	63,026.20	58,796.64	60,986.20	50,296.64
16	60,146.30	62,406.27	64,446.27	60,146.30	62,406.27	51,646.30
17	61,521.46	63,747.44	65,787.44	61,521.46	63,747.44	53,021.46
18	62,882.05	65,115.31	67,155.31	62,882.05	65,115.31	54,382.05
19	64,328.81	66,593.63	68,633.63	64,328.81	66,593.63	55,828.81
20	66,585.13	68,994.38	71,034.38	66,585.13	68,994.38	58,085.13
21	69,444.68	71,850.29	73,890.29	69,444.68	71,850.29	60,944.68
22	72,194.98	74,589.67	76,629.67	72,194.98	74,589.67	63,694.98
23	73,587.13	76,148.10	78,188.10	73,587.13	76,148.10	65,087.13
24	75,643.19	78,524.58	80,564.58	75,643.19	78,524.58	67,143.19
25	78,058.51	81,420.53	83,460.53	78,058.51	81,420.53	69,558.51
26	80,859.79	84,907.57	87,050.57	80,859.79	84,907.57	72,359.79

APPENDIX B

COACHING, ACTIVITIES & CLUBS

- A. Insofar as they are able to meet the qualifications and requirements, members of the bargaining unit shall receive first consideration in filling vacancies in those positions covered hereunder.

Coaching assignments, clubs, and other activities included in this section shall be voluntary and open to members of the bargaining unit. In the event that no member applies for a given position, the Association will be notified. The Association will then attempt to find a qualified sponsor from within the bargaining unit. If, within 10 school days of such notification no sponsor is found, the Board may appoint a non-member of the bargaining unit for such position for the duration of the activity in that school year.

- B. A tentative list of vacancies for coaching and other activities, including a duties and responsibilities statement for each assignment for the ensuing school year, shall be posted each year no later than June 10, and applicants shall be notified in writing of their appointment no later than September 1. All other vacancies shall be posted as they occur during the school year.
- C. Compensation for the positions covered hereunder shall be prorated and paid in five (5) equal installments beginning with the first pay period following the inauguration of the activity or such other arrangement mutually satisfactory to the Association and the Board's fiscal officer.
- D. When such positions are authorized and approved by the Board, the following differentials will be paid.

1. Coaching rates shall be computed on the points schedule which is currently in effect in accordance with the following:

	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
Varsity	19.89/unit	20.49/unit	21.10/unit	21.73/unit	22.39/unit
Varsity Asst.	16.26/unit	16.75/unit	17.25/unit	17.77/unit	18.30/unit
Junior Varsity	16.26/unit	16.75/unit	17.25/unit	17.77/unit	18.30/unit
Modified	15.52/unit	15.98/unit	16.42/unit	16.96/unit	17.47/unit

2. The parties agree that they shall establish a permanent coaching committee. Such committee shall be charged with making an annual reevaluation of units based upon total program changes as are authorized by the Board.

APPENDIX B
COACHING SALARIES
2007-2008

COACHING STIPENDS					
2007-2008	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Soccer</u>					
Head Coach	\$ 2,962.00	\$ 2,294.00	\$ -	\$ 2,143.00	
<u>Girls Soccer</u>					
Head Coach	\$ 2,962.00	\$ 2,294.00	\$ -	\$ 2,143.00	
<u>Boys Cross Country</u>					
Head Coach	\$ 2,522.00	\$ -	\$ -	\$ 2,143.00	
<u>Girls Cross Country</u>					
Head Coach	\$ 2,522.00	\$ -	\$ -	\$ 2,143.00	
<u>Golf</u>					
Head Coach	\$ 2,377.00	\$ -	\$ -	\$ -	
<u>Boys Tennis</u>					
Head Coach	\$ 2,284.00	\$ -	\$ -	\$ -	
<u>Girls Tennis</u>					
Head Coach	\$ 2,284.00	\$ -	\$ -	\$ -	
<u>Softball</u>					
Head Coach	\$ 4,135.00	\$ 3,215.00	\$ -	\$ 2,143.00	
<u>Girls Volleyball</u>					
Head Coach	\$ 2,962.00	\$ 2,294.00	\$ -	\$ 2,143.00	
<u>Field Hockey</u>					
Head Coach	\$ 2,338.00	\$ -	\$ -	\$ -	
<u>Bowling</u>					
Head Coach	\$ 2,377.00	\$ -	\$ -	\$ -	
<u>Boys Lacrosse</u>					
Head Coach	\$ 2,962.00	\$ 1,694.00	\$ -	\$ -	
<u>Football</u>					
Head Coach	\$ 4,880.00	\$ 3,667.00	\$ -	\$ 3,059.00	
Associate 1	\$ 3,649.00	\$ -	\$ -	\$ -	
Associate 2	\$ 3,649.00	\$ -	\$ -	\$ -	
Associate 3	\$ -	\$ 3,487.00	\$ -	\$ -	
Associate 4	\$ -	\$ -	\$ -	\$ 2,887.00	

APPENDIX B
COACHING SALARIES
2007-2008

COACHING STIPENDS					
2007-2008	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Basketball</u>					
Head Coach	\$ 4,679.00	\$ 3,326.00	\$ 3,138.00	\$ 2,143.00	
<u>Girls Basketball</u>					
Head Coach	\$ 4,679.00	\$ 3,326.00	\$ 3,138.00	\$ 2,143.00	
<u>Baseball</u>					
Head Coach	\$ 4,135.00	\$ 3,215.00	\$ -	\$ 2,470.00	
<u>Wrestling</u>					
Head Coach	\$ 4,648.00	\$ 3,599.00	\$ -	\$ 3,094.00	
Associate 1	\$ -	\$ -	\$ -	\$ 3,045.00	
<u>Boys Track</u>					
Head Coach	\$ 3,105.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,391.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Track</u>					
Head Coach	\$ 3,105.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,391.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Boys Swimming</u>					
Head Coach	\$ 4,558.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,391.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Swimming</u>					
Head Coach	\$ 3,245.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,583.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Mixed Competition</u>					
<u>Swimming</u>					
Head Coach	\$ -	\$ -	\$ -	\$ 2,796.00	
Associate 1	\$ -	\$ -	\$ -	\$ 2,663.00	
Associate 2	\$ -	\$ -	\$ -	\$ 2,663.00	

APPENDIX B
COACHING SALARIES
2008-2009

COACHING STIPENDS					
2008-2009	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Soccer</u>					
Head Coach	\$ 3,051.00	\$ 2,363.00	\$ -	\$ 2,207.00	
<u>Girls Soccer</u>					
Head Coach	\$ 3,051.00	\$ 2,363.00	\$ -	\$ 2,207.00	
<u>Boys Cross Country</u>					
Head Coach	\$ 2,598.00	\$ -	\$ -	\$ 2,207.00	
<u>Girls Cross Country</u>					
Head Coach	\$ 2,598.00	\$ -	\$ -	\$ 2,207.00	
<u>Golf</u>					
Head Coach	\$ 2,448.00	\$ -	\$ -	\$ -	
<u>Boys Tennis</u>					
Head Coach	\$ 2,353.00	\$ -	\$ -	\$ -	
<u>Girls Tennis</u>					
Head Coach	\$ 2,353.00	\$ -	\$ -	\$ -	
<u>Softball</u>					
Head Coach	\$ 4,259.00	\$ 3,311.00	\$ -	\$ 2,207.00	
<u>Girls Volleyball</u>					
Head Coach	\$ 3,051.00	\$ 2,363.00	\$ -	\$ 2,207.00	
<u>Field Hockey</u>					
Head Coach	\$ 2,408.00	\$ -	\$ -	\$ -	
<u>Bowling</u>					
Head Coach	\$ 2,448.00	\$ -	\$ -	\$ -	
<u>Boys Lacrosse</u>					
Head Coach	\$ 3,051.00	\$ 1,745.00	\$ -	\$ -	
<u>Football</u>					
Head Coach	\$ 5,026.00	\$ 3,777.00	\$ -	\$ 3,151.00	
Associate 1	\$ 3,758.00	\$ -	\$ -	\$ -	
Associate 2	\$ 3,758.00	\$ -	\$ -	\$ -	
Associate 3	\$ -	\$ 3,592.00	\$ -	\$ -	
Associate 4	\$ -	\$ -	\$ -	\$ 2,974.00	

APPENDIX B

COACHING SALARIES

2008-2009

COACHING STIPENDS 2008-2009	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Basketball</u>					
Head Coach	\$ 4,819.00	\$ 3,426.00	\$ 3,232.00	\$ 2,207.00	
<u>Girls Basketball</u>					
Head Coach	\$ 4,819.00	\$ 3,426.00	\$ 3,232.00	\$ 2,207.00	
<u>Baseball</u>					
Head Coach	\$ 4,259.00	\$ 3,311.00	\$ -	\$ 2,544.00	
<u>Wrestling</u>					
Head Coach	\$ 4,787.00	\$ 3,707.00	\$ -	\$ 3,187.00	
Associate 1	\$ -	\$ -	\$ -	\$ 3,136.00	
<u>Boys Track</u>					
Head Coach	\$ 3,198.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,463.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Track</u>					
Head Coach	\$ 3,198.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,463.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Boys Swimming</u>					
Head Coach	\$ 4,695.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,463.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Swimming</u>					
Head Coach	\$ 3,342.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,660.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Mixed Competition Swimming</u>					
Head Coach	\$ -	\$ -	\$ -	\$ 2,880.00	
Associate 1	\$ -	\$ -	\$ -	\$ 2,743.00	
Associate 2	\$ -	\$ -	\$ -	\$ 2,743.00	

APPENDIX B
COACHING SALARIES
2009-2010

COACHING STIPENDS					
2009-2010	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Soccer</u>					
Head Coach	\$ 3,143.00	\$ 2,434.00	\$ -	\$ 2,273.00	
<u>Girls Soccer</u>					
Head Coach	\$ 3,143.00	\$ 2,434.00	\$ -	\$ 2,273.00	
<u>Boys Cross Country</u>					
Head Coach	\$ 2,676.00	\$ -	\$ -	\$ 2,273.00	
<u>Girls Cross Country</u>					
Head Coach	\$ 2,676.00	\$ -	\$ -	\$ 2,273.00	
<u>Golf</u>					
Head Coach	\$ 2,521.00	\$ -	\$ -	\$ -	
<u>Boys Tennis</u>					
Head Coach	\$ 2,424.00	\$ -	\$ -	\$ -	
<u>Girls Tennis</u>					
Head Coach	\$ 2,424.00	\$ -	\$ -	\$ -	
<u>Softball</u>					
Head Coach	\$ 4,387.00	\$ 3,410.00	\$ -	\$ 2,273.00	
<u>Girls Volleyball</u>					
Head Coach	\$ 3,143.00	\$ 2,434.00	\$ -	\$ 2,273.00	
<u>Field Hockey</u>					
Head Coach	\$ 2,480.00	\$ -	\$ -	\$ -	
<u>Bowling</u>					
Head Coach	\$ 2,521.00	\$ -	\$ -	\$ -	
<u>Boys Lacrosse</u>					
Head Coach	\$ 3,143.00	\$ 1,797.00	\$ -	\$ -	
<u>Football</u>					
Head Coach	\$ 5,177.00	\$ 3,890.00	\$ -	\$ 3,246.00	
Associate 1	\$ 3,871.00	\$ -	\$ -	\$ -	
Associate 2	\$ 3,871.00	\$ -	\$ -	\$ -	
Associate 3	\$ -	\$ 3,700.00	\$ -	\$ -	
Associate 4	\$ -	\$ -	\$ -	\$ 3,063.00	

APPENDIX B
COACHING SALARIES
2009-2010

COACHING STIPENDS					
2009-2010	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Basketball</u>					
Head Coach	\$ 4,964.00	\$ 3,529.00	\$ 3,329.00	\$ 2,273.00	
<u>Girls Basketball</u>					
Head Coach	\$ 4,964.00	\$ 3,529.00	\$ 3,329.00	\$ 2,273.00	
<u>Baseball</u>					
Head Coach	\$ 4,387.00	\$ 3,410.00	\$ -	\$ 2,620.00	
<u>Wrestling</u>					
Head Coach	\$ 4,931.00	\$ 3,818.00	\$ -	\$ 3,283.00	
Associate 1	\$ -	\$ -	\$ -	\$ 3,230.00	
<u>Boys Track</u>					
Head Coach	\$ 3,294.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,537.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Track</u>					
Head Coach	\$ 3,294.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,537.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Boys Swimming</u>					
Head Coach	\$ 4,836.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,537.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Swimming</u>					
Head Coach	\$ 3,442.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,740.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Mixed Competition</u>					
<u>Swimming</u>					
Head Coach	\$ -	\$ -	\$ -	\$ 2,966.00	
Associate 1	\$ -	\$ -	\$ -	\$ 2,825.00	
Associate 2	\$ -	\$ -	\$ -	\$ 2,825.00	

APPENDIX B
COACHING SALARIES
2010-2011

COACHING STIPENDS 2010-2011	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Soccer</u>					
Head Coach	\$ 3,237.00	\$ 2,507.00	\$ -	\$ 2,341.00	
<u>Girls Soccer</u>					
Head Coach	\$ 3,237.00	\$ 2,507.00	\$ -	\$ 2,341.00	
<u>Boys Cross Country</u>					
Head Coach	\$ 2,756.00	\$ -	\$ -	\$ 2,341.00	
<u>Girls Cross Country</u>					
Head Coach	\$ 2,756.00	\$ -	\$ -	\$ 2,341.00	
<u>Golf</u>					
Head Coach	\$ 2,597.00	\$ -	\$ -	\$ -	
<u>Boys Tennis</u>					
Head Coach	\$ 2,497.00	\$ -	\$ -	\$ -	
<u>Girls Tennis</u>					
Head Coach	\$ 2,497.00	\$ -	\$ -	\$ -	
<u>Softball</u>					
Head Coach	\$ 4,519.00	\$ 3,512.00	\$ -	\$ 2,341.00	
<u>Girls Volleyball</u>					
Head Coach	\$ 3,237.00	\$ 2,507.00	\$ -	\$ 2,341.00	
<u>Field Hockey</u>					
Head Coach	\$ 2,554.00	\$ -	\$ -	\$ -	
<u>Bowling</u>					
Head Coach	\$ 2,597.00	\$ -	\$ -	\$ -	
<u>Boys Lacrosse</u>					
Head Coach	\$ 3,237.00	\$ 1,851.00	\$ -	\$ -	
<u>Football</u>					
Head Coach	\$ 5,332.00	\$ 4,007.00	\$ -	\$ 3,343.00	
Associate 1	\$ 3,987.00	\$ -	\$ -	\$ -	
Associate 2	\$ 3,987.00	\$ -	\$ -	\$ -	
Associate 3	\$ -	\$ 3,811.00	\$ -	\$ -	
Associate 4	\$ -	\$ -	\$ -	\$ 3,155.00	

APPENDIX B
COACHING SALARIES
2010-2011

COACHING STIPENDS 2010-2011	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Basketball</u>					
Head Coach	\$ 5,113.00	\$ 3,635.00	\$ 3,429.00	\$ 2,341.00	
<u>Girls Basketball</u>					
Head Coach	\$ 5,113.00	\$ 3,635.00	\$ 3,429.00	\$ 2,341.00	
<u>Baseball</u>					
Head Coach	\$ 4,519.00	\$ 3,512.00	\$ -	\$ 2,699.00	
<u>Wrestling</u>					
Head Coach	\$ 5,079.00	\$ 3,933.00	\$ -	\$ 3,381.00	
Associate 1	\$ -	\$ -	\$ -	\$ 3,327.00	
<u>Boys Track</u>					
Head Coach	\$ 3,393.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,613.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Track</u>					
Head Coach	\$ 3,393.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,613.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Boys Swimming</u>					
Head Coach	\$ 4,981.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,613.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Swimming</u>					
Head Coach	\$ 3,545.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,822.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Mixed Competition Swimming</u>					
Head Coach	\$ -	\$ -	\$ -	\$ 3,055.00	
Associate 1	\$ -	\$ -	\$ -	\$ 2,910.00	
Associate 2	\$ -	\$ -	\$ -	\$ 2,910.00	

APPENDIX B
COACHING SALARIES
2011-2012

COACHING STIPENDS					
2011-2012	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Soccer</u>					
Head Coach	\$ 3,334.00	\$ 2,582.00	\$ -	\$ 2,411.00	
<u>Girls Soccer</u>					
Head Coach	\$ 3,334.00	\$ 2,582.00	\$ -	\$ 2,411.00	
<u>Boys Cross Country</u>					
Head Coach	\$ 2,839.00	\$ -	\$ -	\$ 2,411.00	
<u>Girls Cross Country</u>					
Head Coach	\$ 2,839.00	\$ -	\$ -	\$ 2,411.00	
<u>Golf</u>					
Head Coach	\$ 2,675.00	\$ -	\$ -	\$ -	
<u>Boys Tennis</u>					
Head Coach	\$ 2,572.00	\$ -	\$ -	\$ -	
<u>Girls Tennis</u>					
Head Coach	\$ 2,572.00	\$ -	\$ -	\$ -	
<u>Softball</u>					
Head Coach	\$ 4,655.00	\$ 3,617.00	\$ -	\$ 2,411.00	
<u>Girls Volleyball</u>					
Head Coach	\$ 3,334.00	\$ 2,582.00	\$ -	\$ 2,411.00	
<u>Field Hockey</u>					
Head Coach	\$ 2,631.00	\$ -	\$ -	\$ -	
<u>Bowling</u>					
Head Coach	\$ 2,675.00	\$ -	\$ -	\$ -	
<u>Boys Lacrosse</u>					
Head Coach	\$ 3,334.00	\$ 1,907.00	\$ -	\$ -	
<u>Football</u>					
Head Coach	\$ 5,492.00	\$ 4,127.00	\$ -	\$ 3,443.00	
Associate 1	\$ 4,107.00	\$ -	\$ -	\$ -	
Associate 2	\$ 4,107.00	\$ -	\$ -	\$ -	
Associate 3	\$ -	\$ 3,925.00	\$ -	\$ -	
Associate 4	\$ -	\$ -	\$ -	\$ 3,250.00	

APPENDIX B
COACHING SALARIES
2011-2012

COACHING STIPENDS					
2011-2012	LEVEL				
SPORT/ACTIVITY	Varsity	Jr. Varsity	9th. Grade	Modified 7 & 8	
<u>Boys Basketball</u>					
Head Coach	\$ 5,266.00	\$ 3,744.00	\$ 3,532.00	\$ 2,411.00	
<u>Girls Basketball</u>					
Head Coach	\$ 5,266.00	\$ 3,744.00	\$ 3,532.00	\$ 2,411.00	
<u>Baseball</u>					
Head Coach	\$ 4,655.00	\$ 3,617.00	\$ -	\$ 2,780.00	
<u>Wrestling</u>					
Head Coach	\$ 5,231.00	\$ 4,051.00	\$ -	\$ 3,482.00	
Associate 1	\$ -	\$ -	\$ -	\$ 3,427.00	
<u>Boys Track</u>					
Head Coach	\$ 3,495.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,691.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Track</u>					
Head Coach	\$ 3,495.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,691.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Boys Swimming</u>					
Head Coach	\$ 5,130.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,691.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Girls Swimming</u>					
Head Coach	\$ 3,651.00	\$ -	\$ -	\$ -	
Associate 1	\$ 2,907.00	\$ -	\$ -	\$ -	
Associate 2	\$ -	\$ -	\$ -	\$ -	
<u>Mixed Competition</u>					
<u>Swimming</u>					
Head Coach	\$ -	\$ -	\$ -	\$ 3,147.00	
Associate 1	\$ -	\$ -	\$ -	\$ 2,997.00	
Associate 2	\$ -	\$ -	\$ -	\$ 2,997.00	

APPENDIX B
ADVISORSHIP STIPENDS

CLUBS and ACTIVITIES 2007 thru 2012

Advisorship Stipends					
High School	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Cheerleading	\$2,374.00	\$2,445.00	\$2,518.00	\$2,594.00	\$2,672.00
Wrestling Cheerleading	\$1,442.00	\$1,485.00	\$1,530.00	\$1,576.00	\$1,623.00
Marching Band	\$3,169.00	\$3,264.00	\$3,362.00	\$3,463.00	\$3,567.00
Asst. Marching Band	\$1,265.00	\$1,303.00	\$1,342.00	\$1,382.00	\$1,423.00
Band Flag Team	\$1,442.00	\$1,485.00	\$1,530.00	\$1,576.00	\$1,623.00
Band Drill Team	\$1,007.00	\$1,037.00	\$1,068.00	\$1,100.00	\$1,133.00
Majorettes	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Drama	\$3,169.00	\$3,264.00	\$3,362.00	\$3,463.00	\$3,567.00
Student Gov't	\$2,215.00	\$2,281.00	\$2,349.00	\$2,419.00	\$2,492.00
Year Book	\$2,215.00	\$2,281.00	\$2,349.00	\$2,419.00	\$2,492.00
School Newspaper	\$1,265.00	\$1,303.00	\$1,342.00	\$1,382.00	\$1,423.00
Forensics	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Senior Class	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Junior Class	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Sophomore Class	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Freshman Class	\$1,265.00	\$1,303.00	\$1,342.00	\$1,382.00	\$1,423.00
National Honor Society	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Multi Cultural	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Key Club	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Technology	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Choral	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Orchestra	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Ski Club	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Jazz Ensemble	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Rotary Interact	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Master Minds (2)	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Odyssey	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Mock Trial	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
GEMS	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Operation Smile	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Lynch Middle School					
Marching Band	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Asst. Marching Band	\$1,265.00	\$1,303.00	\$1,342.00	\$1,382.00	\$1,423.00
Cheerleading	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Drama	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00

APPENDIX B

ADVISORSHIP STIPENDS

CLUBS and ACTIVITIES 2007 thru 2012 (cont.)

<u>LMS (cont.)</u>	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Student Gov't	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Publications	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Eighth Grade	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Seventh Grade	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Sixth Grade	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Computer Club	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
School Newspaper	\$1,582.00	\$1,629.00	\$1,678.00	\$1,728.00	\$1,780.00
Teen Scene 7 & 8	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Teen Scene 6	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Science Club	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Memory Book	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Technology	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Hi- Lites	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Multi Cultural	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Jr. National Honor Soc.	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Art Club	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
<u>ELEMENTARY SCHOOLS</u>					
<u>Barkley</u>					
Student Gov't	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Intramurals	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Band/Chorus	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Safety Patrol	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Computer	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
<u>Curie</u>					
Student Gov't	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Intramurals	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Band/Chorus	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Safety Patrol	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Computer	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
<u>McNulty</u>					
Student Gov't	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Intramurals	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Band/Chorus	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Safety Patrol	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00
Computer	\$956.00	\$985.00	\$1,015.00	\$1,045.00	\$1,076.00

APPENDIX B

ADVISORSHIP STIPENDS

[illegible]

APPENDIX C

SUMMER SCHOOL AND MISCELLANEOUS STIPENDS

The following salary payments shall apply for scheduled summer sessions:

1. Effective July 1, 2007 - \$27.30 per hour
 Effective July 1, 2008 - \$28.12 per hour
 Effective July 1, 2009 - \$28.97 per hour
 Effective July 1, 2010 - \$29.84 per hour
 Effective July 1, 2011 - \$30.73 per hour
2. The following salary payments shall apply for Continuing Education - Certified/Non
 Certified:

 Effective July 1, 2007 - \$19.24 per hour
 Effective July 1, 2008 - \$19.82 per hour
 Effective July 1, 2009 - \$20.41 per hour
 Effective July 1, 2010 - \$21.02 per hour
 Effective July 1, 2011 - \$21.66 per hour
3. Home Teaching/Tutoring
 - a. All home teaching/tutoring shall receive an allowance of one (1) hour
 preparation time for each four (4) hours of home instruction/tutoring time, and
 all home teaching/tutoring with one (1) or more students and not more than
 five (5) students at one time, shall receive the following rates per hour:

 Effective July 1, 2007 - \$27.30
 Effective July 1, 2008 - \$28.12
 Effective July 1, 2009 - \$28.97
 Effective July 1, 2010 - \$29.84
 Effective July 1, 2011 - \$30.73
4. Teachers acting as chaperones at after school activities such as bus trips, athletic
 events, evening dances, and not otherwise covered by a differential identified under
 Appendix B - \$20.79 per event for 2007-2008, \$21.41 for 2008-2009, \$22.05 for
 2009-2010, \$22.71 for 2010-11 and \$23.39 for 2011-2012. Where such events occur
 30 miles or more from the school (Albany County is considered as 30 or more miles in

distance) \$31.16 per event for 2007-2008, \$32.09 for 2008-2009, \$33.05 for 2009-10, \$34.05 for 2010-11 and \$35.07 for 2011-2012. Teacher participation in such events shall be voluntary.

5. Special Education and Speech teachers shall receive a \$421.98 stipend in 2007-08; \$434.64 in 2008-2009; \$447.68 in 2009-10; \$461.11 in 2010-11 and \$474.94 in 2011-2012, in addition to their regular salary.
6. Teachers proctoring and correcting of RCT Exams beyond the school year, inclusive of the teachers' check list day, shall be compensated at their per diem rate of pay.
7. Committee on Special Education (CSE) Subcommittee teachers shall receive a \$3338.64 stipend in 2007-08; \$3438.80 in 2008-2009; \$3541.97 in 2009-10; \$3648.22 in 2010-11 and \$3757.67 in 2011-2012.
8. The Pool Coordinator shall receive \$3568.25 in 2007-08, \$3675.30 in 2008-09, \$3785.56 in 2009-10, \$3899.12 in 2010-11 and \$4016.10 in 2011-2012.
9. Curriculum Leaders shall receive stipends based on the following: 2007-08, for department groupings of nine (9) or more, the stipend will equal the number of grades in the school x \$552.31. For department groupings less than nine (9), the stipend will equal the number of grades in the school x \$279.25; for 2008-2009 the stipends will be x \$568.88 and x \$287.63; for 2009-2010 the stipends will be x \$585.94 and x \$296.26; for 2010-11 the stipends will be x \$603.52 and x \$305.14; for 2011-12 the stipends will be x \$603.52 and x \$305.14; for 2011-12 the stipends will be x \$621.63 and x \$314.30.

K-12 groupings, for 2007-08 the stipend will be \$1,954.79; 2008-09 \$2,013.43; 2009-10 \$2073.83; 2010-11 \$2,136.05; 2011-12 \$2200.13.
10. English as a Second Language Coordinator shall receive a \$3,816.48 stipend in 2007-2008; \$3930.97 in 2008-2009; \$4048.90 in 2009-2010; \$4170.37 in 2010-11 and \$4295.48 in 2011-12.
11. Speech and Language Coordinator shall receive a \$3450.34 stipend in 2007-2008; \$3553.86 in 2008-2009; \$3660.47 in 2009-2010; \$3770.29 in 2010-11 and \$3883.39 in 2011-12.

APPENDIX D

ELECTION OF DISCIPLINARY PROCEDURES

All employees who have been served with disciplinary charges are required to return this attached form within ten (10) calendar days of receipt of the statement of charges.

I hereby make the following choices:

Please mark an X in one of the following:

- ___ I choose to have the arbitration procedures set forth in Article XVII., Section D.3., of the current collective bargaining agreement utilized to determine whether the District had just cause to support the disciplinary charges preferred against me and any penalty adjudged thereon.
- ___ I choose to have the procedures set forth in New York Education Law 3020-a utilized to determine the disciplinary charges preferred against me and any penalty therefrom. I acknowledge that by choosing this option, I must notify the clerk or secretary of the Board of Education in writing whether I desire a hearing on the charges within ten (10) days of receipt of such charges in accordance with Education Law 3020-a.

I UNDERSTAND THAT BY CHOOSING EITHER OPTION I CAN NOT USE THE OTHER OPTION TO CONTEST THE DISCIPLINARY CHARGES PREFERRED AGAINST ME AND ANY PENALTY WHICH MAY BE ADJUDGED THEREFROM.

Employee

Date

Union Representative

Date

APPENDIX E
RECEIPT OF CHARGES

I hereby acknowledge receipt of the disciplinary charges served upon me on and understand that within ten (10) calendar days of receipt thereof, I must elect to have such charges determined through the arbitration procedures set forth in Article XVII., Section D.3., of the current collective bargaining agreement between the Greater Amsterdam School District and the Amsterdam Teachers' Association or under the procedures set forth in 3020-a of the New York State Education Law. Failure to return the election form within ten (10) calendar days will be deemed an election to proceed under Step III of Article XVII., (arbitration).

Employee

Date

Superintendent/Designee

Date



APPENDIX F

Greater Amsterdam SD
\$5 Copay / \$0 Deductible



	In-Network	Out-of-Network
Benefit		
• Coinsurance	100%	100%
• Copayment	\$5 Copay	None
• Deductible Levels	\$0	None
• Coinsurance Maximum		None
Hospital/Facility Benefits		
Hospital - Inpatient		
• Unlimited Days Semi-private Room & Board*	Covered in Full	Covered in Full/Balance Bill
• Maternity Care*	Covered in Full	Covered in Full/Balance Bill
• Routine Newborn Nursery Care	Covered in Full	Covered in Full/Balance Bill
Hospital/Facility Outpatient		
• Ambulatory Surgery	Covered in Full	Covered in Full/Balance Bill
• Pre-admission Testing	Covered in Full	Covered in Full/Balance Bill
• Kidney Dialysis	Covered in Full	Covered in Full/Balance Bill
Professional And Additional Health Benefits		
Physician:		
• Office Visit/Consultation	\$5 Copay	Covered in Full/Balance Bill
• Chiropractic Services	\$5 Copay	Covered in Full/Balance Bill
• Routine Pap Smear	Covered in Full	Covered in Full/Balance Bill
• Routine Mammography Screening	Covered in Full	Covered in Full/Balance Bill
• Allergy Testing	\$5 Copay	Covered in Full/Balance Bill
• Allergy Injections	Covered in Full	Covered in Full/Balance Bill
• Second Surgical Opinion/Second Medical Opinion	\$5 Copay	Covered in Full/Balance Bill
• Pre/Post Natal Care	Covered in Full	Covered in Full/Balance Bill
• In-Hospital/In-Facility Physician Services/Consultation	Covered in Full	Covered in Full/Balance Bill
• Anesthesia	Covered in Full	Covered in Full/Balance Bill
• Gynecological Visits	\$5 Copay	Covered in Full/Balance Bill
Preventive:		
• Annual Routine Physical (1 per year)	\$5 Copay	Not Covered
• Well-Child Care Visits/Immunizations Up To Age 19	Covered in Full	Covered in Full/Balance Bill
• Routine Gynecological Exam (1 per year)	Covered in Full	Covered in Full/Balance Bill
• Routine Eye Exam (1 per year)	\$35 allowance	Not Covered
Alcohol/Substance Abuse:		
• Outpatient Alcohol/Substance (60 Visits/20 For Family Therapy)	Covered in Full	Covered in Full/Balance Bill
• Inpatient Detoxification and Treatment of Alcohol and Substance Abuse (37 days)*	Covered in Full	Covered in Full/Balance Bill
• Inpatient Detoxification (7 days)*	Covered in Full	Covered in Full/Balance Bill
Mental Health:		
• Outpatient Mental Health (30 visits per year)	Covered in Full	Covered in Full/Balance Bill
• Inpatient Facility (30 days)*	Covered in Full	Covered in Full/Balance Bill
• Inpatient Professional (30 visits)*	\$25 Copay	50% Coinsurance
General Services:		
• Diagnostic Machine Test	Covered in Full	Covered in Full/Balance Bill
• Diagnostic X-Ray	Covered in Full	Covered in Full/Balance Bill

	In-Network	Out-of-Network
• Diagnostic Laboratory	Covered in Full	Covered in Full/Balance Bill
• Chemotherapy/Radiation	Covered in Full	Covered in Full/Balance Bill
• Ambulance (ground)	Covered in Full	Covered in Full/Balance Bill
• Ambulance (air)	Covered in Full	Covered in Full/Balance Bill
• Diabetes, Education, Equipment & Supplies	\$5 Copay	Covered in Full/Balance Bill
• Hospice (210 days)	Covered in Full	Covered in Full/Balance Bill
• Home Health Care (365 visits)*	Covered in Full	Covered in Full/Balance Bill
• MRI/MRA	Covered in Full	Covered in Full/Balance Bill
• Infusion Therapy*	Covered in Full	Covered in Full/Balance Bill
• Skilled Nursing Facility (120 days*)	Covered in Full	Covered in Full/Balance Bill
• DME and Prosthetic Devices*	Covered in Full	Covered in Full/Balance Bill
• Short Term Therapies	\$5 Copay	
Physical Therapy, Occupational Therapy, Speech Therapy, Cardiac Rehab, Pulmonary Therapy		Covered in Full/Balance Bill
• Family Planning	Covered In Full	Covered in Full/Balance Bill
Artificial Insemination	50% Coinsurance	50% Coinsurance
• Private Duty Nursing	Covered in Full	Covered in Full/Balance Bill
• Speech Therapy	\$5 Copay	Covered in Full/Balance Bill
• Occupational Therapy	\$5 Copay	Covered in Full/Balance Bill
Emergency Services:		
• Medical Emergency/Accidental Injury	\$25 Copay per visit	Covered in Full/Balance Bill
Other:		
• Eye Glasses, Frames, Contact Lenses		
Frames		\$50 allowance
Lenses: Single Vision		\$30 allowance
Bifocal		\$40 allowance
Trifocal		\$50 allowance
Contact Lenses		\$60 allowance
• Dependents to age 19; Full time students to age 25		
Prescription Drugs:		
• \$4 Generic/\$10 Brand		
• \$0 copay for 90 day supply at mail order		

This is a summary of benefits to be used for comparison only.

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